

Acknowledged by associate on December 20, 2019, 1:28:59 AM - Delivered by Boodaghian,Devin Joseph (dboodagh)

Supportive Feedback Document Behavioral - First Written



Associate Name: [REDACTED]
Manager Name: Boodaghian,Devin Joseph (RT885-4)
Created On: December 20, 2019, 1:29:00 AM

Summary

Your recent job performance is not meeting Behavioral expectations. Meeting performance standards is a critical component of your job. This document provides specific details about your performance and how you are not meeting expectations. In addition, this document describes the steps you and your manager will take to assist you in improving your performance. As a part of this conversation we are interested in understanding what barriers you think need to be removed, or what improvements can be made which would potentially assist you in improving your performance.

Communication History

The following is a summary of your behavioral feedback:

Level	Count	Most Recent
Documented Coaching	1	March 13, 2019, 9:24:20 AM

Details of Current Incident/Specific Concerns

The following feedback pertains to Amazon's Workplace Harassment policy. On [December 14, 1029], you were reported to be in violation of this policy by standing in the personal space of a fellow associate on at a counting station. You stood behind her without her knowing and did not announce that you here in her space. Once conversation as initiated you ignored her requests for you to stop talking to her so she could continue working. Examples of harassment include, but are not limited to "unwelcome sexual flirtations, advances, or propositions" Harassment may be overt or subtle. Behavior that may be acceptable in a social setting may not be appropriate in the workplace.

Areas of Improvement Required by Associate

Amazon.com is committed to providing a safe and harassment free workplace environment. Workplace violence, including any intentional or reckless act that harms persons or property, is prohibited. Workplace violence also includes any verbal or physical conduct that threatens or that reasonably could be interpreted as an intent to cause harm to property or personal safety, even if it does not ultimately lead to harm to property or personal safety. This behavior is a violation of Amazon's Workplace Violence policy and is a Category 1 violation of Amazon's Standards of Conduct. You are expected to be in compliance with the Workplace Harassment policy at all times while working in the Fulfillment Center. Please note that if an associate receives 2 finals or a total of 6 documented counseling write-ups in a rolling 12 months, their employment will end. Continued violation of this policy may result in further corrective action, up to and including termination. We will be delivering a first written warning, effective immediately.

Associate Comments

i promise it will never append again i am sorry

Associate Signature: Acknowledged by [REDACTED]

Date: December 20, 2019, 1:28:59 AM

Manager Signature: Acknowledged by Boodaghian,Devin Joseph (BadgeID: 0079265)

Date: December 20, 2019, 1:28:59 AM

AMZ-BRY000570

Acknowledged by associate on February 21, 2020, 3:08:42 AM - Delivered by Vital,Jean Anel (janelvit)

Supportive Feedback Document Productivity - First Written



Associate Name: [REDACTED]
Manager Name: Hollinshead,Sarah (RT885-4)
Created On: February 21, 2020, 3:08:42 AM

Summary

Your recent job performance is not meeting Productivity expectations. Meeting performance standards is a critical component of your job. This document provides specific details about your performance and how you are not meeting expectations. In addition, this document describes the steps you and your manager will take to assist you in improving your performance. As a part of this conversation we are interested in understanding what barriers you think need to be removed, or what improvements can be made which would potentially assist you in improving your performance.

Communication History

The following is a summary of your productivity feedback:

Level	Count	Most Recent
Final Written	1	October 23, 2019
Second Written	1	October 16, 2019
First Written	2	October 09, 2019

Details of Current Incident/Specific Concerns

Process	Function	LC	Hours	Units	UPH	Target	% to Goal	% to Curve
IC-QA-CS	Simple Record Count ItemAmnestied Total EACH	Level 4	28.1	1872	66.61	150	44.4	44.4
IC-QA-CS	Simple Record Count ItemAmnestied Total EACH	Level 5	16.06	1186	73.84	150	49.22	49.22

Performance Trend

Below is a summary of your past Productivity performance.

Period Start	Unit Count	Hours Worked	UPH	% to Goal	% to Peers	Exempted
February 12, 2020, 5:00:00 AM	1186	16	74.0	49.22	99.78279876708984	N
February 05, 2020, 5:00:00 AM	0	0	0.0	0.0	-	Y
January 29, 2020, 5:00:00 AM	489	7	67.0	95.49	62.193603515625	N
January 22, 2020, 5:00:00 AM	0	0	0.0	0.0	-	Y
January 15, 2020, 5:00:00 AM	1026	13	80.0	126.44	17.79922866821289	N
January 08, 2020, 5:00:00 AM	729	17	44.0	69.77	97.91102600097656	N

Areas of Improvement Required by Associate

We are committed to helping you improve your overall productivity performance and will assist in addressing any job related barriers impacting your ability to meet expectations based on your willingness to improve. Currently, you aren't meeting expectations per the Quality and Productivity Performance Policy. If performance continues to not meet expectation, further corrective action and/or termination may occur. In addition, if an associate receives a total of 6 written warnings in a rolling 12 months, their employment will end. Please reach out to your manager for additional training or resources.

Associate Comments

Talked to AA about his low productivity. AA has said to have applied for accommodation. AA would like to speak with HR about the process.

Associate Signature: Acknowledged by [REDACTED]

Date: February 21, 2020, 3:08:42 AM

Manager Signature: Acknowledged by Vital,Jean Anel (BadgeID: 11513874)

Date: February 21, 2020, 3:08:42 AM

AMZ-BRY000571

Acknowledged by associate on October 25, 2019, 1:14:13 AM - Delivered by Boodaghian,Devin Joseph (dboodagh)

Supportive Feedback Document Productivity - Final Written



Associate Name: [REDACTED]
Manager Name: Boodaghian,Devin Joseph (RT885-4)
Created On: October 25, 2019, 1:14:14 AM

Summary

Your recent job performance is not meeting Productivity expectations. Meeting performance standards is a critical component of your job. This document provides specific details about your performance and how you are not meeting expectations. In addition, this document describes the steps you and your manager will take to assist you in improving your performance. As a part of this conversation we are interested in understanding what barriers you think need to be removed, or what improvements can be made which would potentially assist you in improving your performance.

Communication History

The following is a summary of your productivity feedback:

Level	Count	Most Recent
First Written	2	October 09, 2019
Second Written	1	October 16, 2019

Details of Current Incident/Specific Concerns

Process	Function	LC	Hours	Units	UPH	Target	% to Goal	% to Curve
Pick	RF Pick ItemPicked Total EACH	Level 4	2.09	405	193.11	301	64.15	64.15
Pick	RF Pick Singles ItemPicked Total EACH	Level 4	1.25	173	137.9	249	55.38	55.38
Transfer Out Pick	RF Pick Transship ItemPicked Total EACH	Level 4	0.51	53	103.8	250	41.52	41.52
IC-QA-CS	SBC - Other SimpleBinCount Total Bins	Level 5	24.49	1233	50.34	97	51.89	51.89

Performance Trend

Below is a summary of your past Productivity performance.

Period Start	Unit Count	Hours Worked	UPH	% to Goal	% to Peers	Exempted
October 16, 2019, 5:00:00 AM	1233	24	50	51.89	98.24	N
October 09, 2019, 5:00:00 AM	1263	22	58	60.15	96.21	N
October 02, 2019, 5:00:00 AM	1383	25	56	58.08	98.5	N
September 25, 2019, 5:00:00 AM	1035	13	82	84.92	86.22	N
September 18, 2019, 5:00:00 AM	1044	13	78	80.32	90.7	N
September 11, 2019, 5:00:00 AM	4064	42	96	99.36	74.79	N

Areas of Improvement Required by Associate

We are committed to helping you improve your overall productivity performance and will assist in addressing any job related barriers impacting your ability to meet expectations based on your willingness to improve. Currently, you aren't meeting expectations per the Quality and Productivity Performance Policy. If performance continues to not meet expectation, further corrective action and/or termination may occur. In addition, if an associate receives a total of 6 written warnings in a rolling 12 months, their employment will end. Please reach out to your manager for additional training or resources.

Associate Comments

I acknowledge that I have been informed of my right to appeal this feedback if I meet all eligibility requirements defined by the Appeals Policy, and that I know where to obtain an appeals packet.

Associate Signature: Acknowledged by [REDACTED]

Date: October 25, 2019, 1:14:13 AM

AMZ-BRY000573

Manager Signature: Acknowledged by Boodaghian, Devin Joseph (BadgelD: 0079265)

Date: October 25, 2019, 1:14:13 AM

AMZ-BRY000574

Acknowledged by associate on October 18, 2019, 3:08:43 AM - Delivered by Boodaghian,Devin Joseph (dboodagh)

Supportive Feedback Document Productivity - Second Written



Associate Name: [REDACTED]
Manager Name: Boodaghian,Devin Joseph (RT885-4)
Created On: October 18, 2019, 3:08:43 AM

Summary

Your recent job performance is not meeting Productivity expectations. Meeting performance standards is a critical component of your job. This document provides specific details about your performance and how you are not meeting expectations. In addition, this document describes the steps you and your manager will take to assist you in improving your performance. As a part of this conversation we are interested in understanding what barriers you think need to be removed, or what improvements can be made which would potentially assist you in improving your performance.

Communication History

The following is a summary of your productivity feedback:

Level	Count	Most Recent
First Written	2	October 09, 2019

Details of Current Incident/Specific Concerns

Process	Function	LC	Hours	Units	UPH	Target	% to Goal	% to Curve
Pick	RF Pick ItemPicked Total EACH	Level 4	0.61	151	246.19	301	81.79	81.79
Pick	RF Pick Singles ItemPicked Total EACH	Level 4	1	139	138.57	249	55.65	55.65
Transfer Out Pick	RF Pick Transship ItemPicked Total EACH	Level 4	0.23	48	200.23	250	80.09	80.09
IC-QA-CS	SBC - Other SimpleBinCount Total Bins	Level 5	21.64	1263	58.34	97	60.15	60.15

Performance Trend

Below is a summary of your past Productivity performance.

Period Start	Unit Count	Hours Worked	UPH	% to Goal	% to Peers	Exempted
October 09, 2019, 5:00:00 AM	1263	22	58	60.15	96.21	N
October 02, 2019, 5:00:00 AM	1383	25	56	58.08	98.5	N
September 25, 2019, 5:00:00 AM	1035	13	82	84.92	86.22	N
September 18, 2019, 5:00:00 AM	1044	13	78	80.32	90.7	N
September 11, 2019, 5:00:00 AM	4064	42	96	99.36	74.79	N
September 04, 2019, 5:00:00 AM	0	0	0	0	-	Y

Areas of Improvement Required by Associate

We are committed to helping you improve your overall productivity performance and will assist in addressing any job related barriers impacting your ability to meet expectations based on your willingness to improve. Currently, you aren't meeting expectations per the Quality and Productivity Performance Policy. If performance continues to not meet expectation, further corrective action and/or termination may occur. In addition, if an associate receives a total of 6 written warnings in a rolling 12 months, their employment will end. Please reach out to your manager for additional training or resources.

Associate Comments

Associate Signature: Acknowledged by [REDACTED]

Date: October 18, 2019, 3:08:43 AM

Manager Signature: Acknowledged by Boodaghian,Devin Joseph (BadgeID: 0079265)

Date: October 18, 2019, 3:08:43 AM

AMZ-BRY000575

Acknowledged by associate on October 10, 2019, 10:00:43 PM - Delivered by Boodaghian,Devin Joseph (dboodagh)

Supportive Feedback Document Productivity - First Written



Associate Name: [REDACTED]
Manager Name: Boodaghian,Devin Joseph (RT885-4)
Created On: October 10, 2019, 10:00:43 PM

Summary

Your recent job performance is not meeting Productivity expectations. Meeting performance standards is a critical component of your job. This document provides specific details about your performance and how you are not meeting expectations. In addition, this document describes the steps you and your manager will take to assist you in improving your performance. As a part of this conversation we are interested in understanding what barriers you think need to be removed, or what improvements can be made which would potentially assist you in improving your performance.

Communication History

The following is a summary of your productivity feedback:

Level	Count	Most Recent
First Written	1	August 07, 2019

Details of Current Incident/Specific Concerns

Process	Function	LC	Hours	Units	UPH	Target	% to Goal	% to Curve
Pick	RF Pick ItemPicked Total EACH	Level 4	2.84	457	160.36	301	53.27	53.27
Pick	RF Pick Singles ItemPicked Total EACH	Level 4	2.45	319	129.8	249	52.13	52.13
Transfer Out Pick	RF Pick Transship ItemPicked Total EACH	Level 4	0.82	152	183.93	250	73.57	73.57
IC-QA-CS	SBC - Other SimpleBinCount Total Bins	Level 5	24.54	1383	56.34	97	58.08	58.08

Performance Trend

Below is a summary of your past Productivity performance.

Period Start	Unit Count	Hours Worked	UPH	% to Goal	% to Peers	Exempted
October 02, 2019, 5:00:00 AM	1383	25	56	58.08	98.5	N
September 25, 2019, 5:00:00 AM	1035	13	82	84.92	86.22	N
September 18, 2019, 5:00:00 AM	1044	13	78	80.32	90.7	N
September 11, 2019, 5:00:00 AM	4064	42	96	99.36	74.79	N
September 04, 2019, 5:00:00 AM	0	0	0	0	-	Y
August 28, 2019, 5:00:00 AM	0	0	0	0	-	Y

Areas of Improvement Required by Associate

We are committed to helping you improve your overall productivity performance and will assist in addressing any job related barriers impacting your ability to meet expectations based on your willingness to improve. Currently, you aren't meeting expectations per the Quality and Productivity Performance Policy. If performance continues to not meet expectation, further corrective action and/or termination may occur. In addition, if an associate receives a total of 6 written warnings in a rolling 12 months, their employment will end. Please reach out to your manager for additional training or resources.

Associate Comments

Associate Signature: Acknowledged by [REDACTED]

Date: October 10, 2019, 10:00:43 PM

Manager Signature: Acknowledged by Boodaghian,Devin Joseph (BadgeID: 0079265)

Date: October 10, 2019, 10:00:43 PM

AMZ-BRY000577

AMZ-BRY000578

Acknowledged by associate on August 09, 2019, 12:53:58 AM - Delivered by Boodaghian, Devin Joseph (dboodagh)

Supportive Feedback Document Productivity - First Written



Associate Name: [REDACTED]
Manager Name: Boodaghian, Devin Joseph (RT885-4)
Created On: August 09, 2019, 12:53:58 AM

Summary

Your recent job performance is not meeting Productivity expectations. Meeting performance standards is a critical component of your job. This document provides specific details about your performance and how you are not meeting expectations. In addition, this document describes the steps you and your manager will take to assist you in improving your performance. As a part of this conversation we are interested in understanding what barriers you think need to be removed, or what improvements can be made which would potentially assist you in improving your performance.

Communication History

The following is a summary of your productivity feedback:

Level	Count	Most Recent
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Details of Current Incident/Specific Concerns

Process	Function	LC	Hours	Units	UPH	Expected	% to Goal	% to Curve	Was Borrowed
Pick	RF Pick ItemPicked Total EACH	Level 3	3.81	872	228.85	301	76.03	84.47	N
Pick	RF Pick Singles ItemPicked Total EACH	Level 3	3.07	416	135.37	249	54.36	60.4	N
Transfer Out Pick	RF Pick Transship ItemPicked Total EACH	Level 3	1.36	231	169.05	250	67.62	75.13	N
IC-QA-CS	SBC - Other SimpleBinCount Total Bins	Level 1	12.55	789	62.82	97	64.76	92.52	N
IC-QA-CS	SBC - Other SimpleBinCount Total Bins	Level 2	13.89	987	71.02	97	73.22	86.14	N

Performance Trend

Below is a summary of your past Productivity performance.

Period Start	Unit Count	Hours Worked	UPH	% to Goal	% to Curve	Exempted
July 31, 2019, 5:00:00 AM	2506	22	113	70.74	81.6	N
July 24, 2019, 5:00:00 AM	0	0	0	0	0	Y
July 17, 2019, 5:00:00 AM	0	0	0	0	0	Y
July 10, 2019, 5:00:00 AM	5157	30	173	55.24	63.3	Y
July 03, 2019, 5:00:00 AM	3080	18	170	55.22	64.96	Y
June 26, 2019, 5:00:00 AM	702	5	138	47.05	55.35	N

Areas of Improvement Required by Associate

You are expected to meet 100% of the productivity performance expectation. Please note that if an associate receives a 2nd final or a total of 6 documented counseling write-ups in a rolling 12 months, their employment will end. We are committed to assisting you in improving your productivity performance, and will assist you in addressing any job related barriers that are impacting your ability to meet productivity performance expectations.

Associate Comments

AA has a birth defect that prohibits him from reaching 100% to goal. I don't feel right giving him this feedback, but duty calls

Associate Signature: Acknowledged by [REDACTED]

Date: August 09, 2019, 12:53:58 AM

Manager Signature: Acknowledged by Boodaghian, Devin Joseph (BadgeID: 0079265)

Date: August 09, 2019, 12:53:58 AM

AMZ-BRY000579

AMZ-BRY000580

Acknowledged by associate on April 14, 2017, 3:14:55 AM - Delivered by Regis,Breanna (regisb)

Supportive Feedback Document Productivity - First Written



Associate Name: [REDACTED]
Manager Name: Regis,Breanna (RT678)
Created On: April 14, 2017, 3:14:55 AM

Summary

Your recent job performance is not meeting Productivity expectations. Meeting performance standards is a critical component of your job. This document provides specific details about your performance and how you are not meeting expectations. In addition, this document describes the steps you and your manager will take to assist you in improving your performance. As a part of this conversation we are interested in understanding what barriers you think need to be removed, or what improvements can be made which would potentially assist you in improving your performance.

Communication History

The following is a summary of your productivity feedback:

Level	Count	Most Recent
Verbal Positive	3	February 22, 2017
Final Written	1	January 11, 2017
Verbal Coaching	2	October 26, 2016
Second Written	1	December 14, 2016
Documented Coaching	1	November 02, 2016
First Written	2	November 30, 2016

Details of Current Incident/Specific Concerns

Process	Function	LC	Hours	Units	UPH	Expected	% to Goal	% to Curve	Was Borrowed
Pack Singles	Scan Verify ItemPacked Medium EACH	Level 5	5.54	317	57.24	72	79.5	79.5	N

Performance Trend

Below is a summary of your past Productivity performance.

Period Start	Unit Count	Hours Worked	UPH	% to Goal	% to Curve	Exempted
April 05, 2017, 5:00:00 AM	317	6	57	79.5	79.5	N
March 29, 2017, 5:00:00 AM	0	0	0	0	0	Y
March 22, 2017, 5:00:00 AM	0	0	0	0	0	Y
March 15, 2017, 5:00:00 AM	0	0	0	0	0	Y
March 08, 2017, 5:00:00 AM	0	0	0	0	0	Y
March 01, 2017, 5:00:00 AM	0	0	0	0	0	Y

Areas of Improvement Required by Associate

You are expected to meet 100% of the productivity performance expectation. Please note that If an associate receives a 2nd final or a total of 6 documented counseling write-ups in a rolling 12 months, their employment will end. We are committed to assisting you in improving your productivity performance, and will assist you in addressing any job related barriers that are impacting your ability to meet productivity performance expectations.

Associate Comments

Associate Signature: Acknowledged by [REDACTED]

Date: April 14, 2017, 3:14:55 AM

AMZ-BRY000581

Manager Signature: Acknowledged by Regis,Breanna (BadgelD: 0181182)

Date: April 14, 2017, 3:14:55 AM

AMZ-BRY000582

Acknowledged by associate on January 13, 2017, 12:41:20 AM - Delivered by Karim,Ekram (karekram)

Supportive Feedback Document Productivity - Final Written



Associate Name: [REDACTED]
Manager Name: Wilber,Rachael (RT678)
Created On: January 13, 2017, 12:41:20 AM

Summary

Your recent job performance is not meeting Productivity expectations. Meeting performance standards is a critical component of your job. This document provides specific details about your performance and how you are not meeting expectations. In addition, this document describes the steps you and your manager will take to assist you in improving your performance. As a part of this conversation we are interested in understanding what barriers you think need to be removed, or what improvements can be made which would potentially assist you in improving your performance.

Communication History

The following is a summary of your productivity feedback:

Level	Count	Most Recent
First Written	2	November 30, 2016
Second Written	1	December 14, 2016
Verbal Coaching	2	October 26, 2016
Documented Coaching	1	November 02, 2016

Details of Current Incident/Specific Concerns

Process	Function	LC	Hours	Units	UPH	Expected	% to Goal	% to Curve	Was Borrowed
Pack Singles	Scan Verify ItemPacked Medium EACH	Level 5	14.07	615	43.7	57	76.67	76.67	N

Performance Trend

Below is a summary of your past Productivity performance.

Period Start	Unit Count	Hours Worked	UPH	% to Goal	% to Curve	Exempted
January 04, 2017, 5:00:00 AM	615	14	44	76.67	76.67	N
December 28, 2016, 5:00:00 AM	360	9	39	68.03	68.03	N
December 21, 2016, 5:00:00 AM	368	8	44	76.37	76.37	N
December 14, 2016, 5:00:00 AM	1780	38	47	83.23	83.23	N
December 07, 2016, 5:00:00 AM	1810	36	50	88.21	88.21	N
November 30, 2016, 5:00:00 AM	1415	27	53	92.47	92.47	Y

Areas of Improvement Required by Associate

You are expected to meet 100% of the productivity performance expectation. Please note that if an associate receives a 2nd final or a total of 6 documented counseling write-ups in a rolling 12 months, their employment will end. We are committed to assisting you in improving your productivity performance, and will assist you in addressing any job related barriers that are impacting your ability to meet productivity performance expectations.

Associate Comments

Associate Signature: Acknowledged by [REDACTED]

Date: January 13, 2017, 12:41:20 AM

Manager Signature: Acknowledged by Karim,Ekram (BadgeID: 11349598)

Date: January 13, 2017, 12:41:20 AM

AMZ-BRY000583

AMZ-BRY000584

Acknowledged by associate on March 06, 2020, 1:37:04 AM - Delivered by Foote,Jillian (footejil)

Supportive Feedback Document Productivity - Termination



Associate Name: [REDACTED]
Manager Name: Hollinshead,Sarah (RT885-4)
Created On: March 06, 2020, 1:37:04 AM

Summary

Your recent job performance is not meeting Productivity expectations. Meeting performance standards is a critical component of your job. This document provides specific details about your performance and how you are not meeting expectations.

Communication History

The following is a summary of your productivity feedback:

Level	Count	Most Recent
Second Written	1	October 16, 2019
Final Written	1	October 23, 2019
First Written	3	February 19, 2020

Details of Current Incident/Specific Concerns

Process	Function	LC	Hours	Units	UPH	Target	% to Goal	% to Curve
IC-QA-CS	Simple Record Count ItemAmnestied Total EACH	Level 5	27.01	2713	100.44	150	66.96	66.96
IC-QA-CS	SBC - Other SimpleBinCount Total Bins	Level 5	1.73	158	91.32	70	130.47	130.47

Performance Trend

Below is a summary of your past Productivity performance.

Period Start	Unit Count	Hours Worked	UPH	% to Goal	% to Peers	Exempted
February 19, 2020, 5:00:00 AM	2713	27	100.0	66.96	98.96302795410156	N
February 12, 2020, 5:00:00 AM	1186	16	74.0	49.22	99.78279876708984	N
February 05, 2020, 5:00:00 AM	0	0	0.0	0.0	-	Y
January 29, 2020, 5:00:00 AM	489	7	67.0	95.49	62.193603515625	N
January 22, 2020, 5:00:00 AM	0	0	0.0	0.0	-	Y
January 15, 2020, 5:00:00 AM	1026	13	80.0	126.44	17.79922866821289	N

Areas of Improvement Required by Associate

We are committed to helping you improve your overall productivity performance and will assist in addressing any job related barriers impacting your ability to meet expectations based on your willingness to improve. Currently, you aren't meeting expectations per the Quality and Productivity Performance Policy. If performance continues to not meet expectation, further corrective action and/or termination may occur. In addition, if an associate receives a total of 6 written warnings in a rolling 12 months, their employment will end. Please reach out to your manager for additional training or resources.

Associate Comments

I acknowledge that I have been informed of my right to appeal this feedback if I meet all eligibility requirements defined by the Appeals Policy, and that I know where to obtain an appeals packet.

Explained reasoning behind termination to AA. Mentioned previous write ups and no follow up for accommodations. Explained appeal process.

Associate Signature: Acknowledged by [REDACTED]

Date: March 06, 2020, 1:37:04 AM

Manager Signature: Acknowledged by Foote,Jillian (BadgeID: 13185926)

Date: March 06, 2020, 1:37:04 AM

AMZ-BRY000585

AMZ-BRY000586

Acknowledged by associate on December 04, 2016, 7:18:17 AM - Delivered by Wilber,Rachael (wilberw)

Supportive Feedback Document Productivity Trend - First Written



Associate Name: [REDACTED]
Manager Name: Wilber,Rachael (RT678)
Created On: December 04, 2016, 7:18:18 AM

Summary

Your recent job performance is not meeting Productivity expectations. Meeting performance standards is a critical component of your job. This document provides specific details about your performance and how you are not meeting expectations. In addition, this document describes the steps you and your manager will take to assist you in improving your performance. As a part of this conversation we are interested in understanding what barriers you think need to be removed, or what improvements can be made which would potentially assist you in improving your performance.

Communication History

The following is a summary of your productivity feedback:

Level	Count	Most Recent
Verbal Coaching	2	October 26, 2016

Details of Current Incident/Specific Concerns

You have not met Productivity expectations 4 out of the last 6 weeks. See the Trend section below for further details.

Process	Function	LC	Hours	Units	UPH	Expected	% to Goal	% to Curve	Was Borrowed
Pack Singles	Scan Verify ItemPacked Total EACH	Level 4	15.37	879	57.2	76	75.27	75.27	N
Pack Singles	Scan Verify ItemPacked Total EACH	Level 5	18.03	723	40.11	76	52.78	52.78	N

Performance Trend

Below is a summary of your past Productivity performance.

Period Start	Unit Count	Hours Worked	UPH	% to Goal	% to Curve	Exempted
November 02, 2016, 5:00:00 AM	1602	33	48	63.13	63.13	N
October 26, 2016, 5:00:00 AM	1739	34	51	67.26	71.05	N
October 19, 2016, 5:00:00 AM	1867	35	53	70.33	78.85	N
October 12, 2016, 5:00:00 AM	2007	35	58	75.72	89.08	N
October 05, 2016, 5:00:00 AM	0	0	0	0	0	Y
September 28, 2016, 5:00:00 AM	0	0	0	0	0	Y

Areas of Improvement Required by Associate

You are expected to meet 100% of the productivity performance expectation. Please note that if an associate receives a 2nd final or a total of 6 documented counseling write-ups in a rolling 12 months, their employment will end. We are committed to assisting you in improving your productivity performance, and will assist you in addressing any job related barriers that are impacting your ability to meet productivity performance expectations.

Associate Comments

Associate Signature: Acknowledged by [REDACTED]

Date: December 04, 2016, 7:18:17 AM

Manager Signature: Acknowledged by Wilber,Rachael (BadgeID: 0003468)

Date: December 04, 2016, 7:18:17 AM

AMZ-BRY000587

AMZ-BRY000588

Acknowledged by associate on December 04, 2016, 7:18:43 AM - Delivered by Wilber,Rachael (wilberw)

Supportive Feedback Document Productivity Trend - First Written



Associate Name: [REDACTED]
Manager Name: Wilber,Rachael (RT678)
Created On: December 04, 2016, 7:18:43 AM

Summary

Your recent job performance is not meeting Productivity expectations. Meeting performance standards is a critical component of your job. This document provides specific details about your performance and how you are not meeting expectations. In addition, this document describes the steps you and your manager will take to assist you in improving your performance. As a part of this conversation we are interested in understanding what barriers you think need to be removed, or what improvements can be made which would potentially assist you in improving your performance.

Communication History

The following is a summary of your productivity feedback:

Level	Count	Most Recent
Documented Coaching	1	November 02, 2016
Verbal Coaching	2	October 26, 2016

Details of Current Incident/Specific Concerns

You have not met Productivity expectations 5 out of the last 6 weeks. See the Trend section below for further details.

Process	Function	LC	Hours	Units	UPH	Expected	% to Goal	% to Curve	Was Borrowed
Pack Singles	Scan Verify ItemPacked Medium EACH	Level 5	28.22	1405	49.79	57	87.36	87.36	N
IC-QA-CS	SBC - Other SimpleBinCount Total Bins	Level 1	1	39	39.01	96	40.64	58.05	N

Performance Trend

Below is a summary of your past Productivity performance.

Period Start	Unit Count	Hours Worked	UPH	% to Goal	% to Curve	Exempted
November 23, 2016, 5:00:00 AM	1405	28	50	87.36	87.36	N
November 16, 2016, 5:00:00 AM	788	18	44	76.78	76.78	Y
November 09, 2016, 5:00:00 AM	1493	33	45	59.7	59.7	N
November 02, 2016, 5:00:00 AM	1602	33	48	63.13	63.13	N
October 26, 2016, 5:00:00 AM	1739	34	51	67.26	71.05	N
October 19, 2016, 5:00:00 AM	1867	35	53	70.33	78.85	N

Areas of Improvement Required by Associate

You are expected to meet 100% of the productivity performance expectation. Please note that if an associate receives a 2nd final or a total of 6 documented counseling write-ups in a rolling 12 months, their employment will end. We are committed to assisting you in improving your productivity performance, and will assist you in addressing any job related barriers that are impacting your ability to meet productivity performance expectations.

Associate Comments

Associate Signature: Acknowledged by [REDACTED]

Date: December 04, 2016, 7:18:43 AM

Manager Signature: Acknowledged by Wilber,Rachael (BadgeID: 0003468)

Date: December 04, 2016, 7:18:43 AM

AMZ-BRY000589

AMZ-BRY000590

Acknowledged by associate on November 20, 2016, 4:15:36 AM - Delivered by Karim,Ekram (karekram)

Supportive Feedback Document Productivity Trend - Documented Coaching



Associate Name: [REDACTED]
Manager Name: Wilber,Rachael (RT678)
Created On: November 20, 2016, 4:15:36 AM

Summary

Your recent job performance is not meeting Productivity expectations. Meeting performance standards is a critical component of your job. This document provides specific details about your performance and how you are not meeting expectations. In addition, this document describes the steps you and your manager will take to assist you in improving your performance. As a part of this conversation we are interested in understanding what barriers you think need to be removed, or what improvements can be made which would potentially assist you in improving your performance.

Communication History

The following is a summary of your productivity feedback:

Level	Count	Most Recent
Verbal Coaching	2	October 26, 2016

Details of Current Incident/Specific Concerns

You have not met Productivity expectations 3 out of the last 6 weeks. See the Trend section below for further details.

Process	Function	LC	Hours	Units	UPH	Expected	% to Goal	% to Curve	Was Borrowed
Pack Singles	Scan Verify ItemPacked Total EACH	Level 3	16.25	883	54.35	76	71.52	79.46	N
Pack Singles	Scan Verify ItemPacked Total EACH	Level 4	17.77	856	48.16	76	63.37	63.37	N

Performance Trend

Below is a summary of your past Productivity performance.

Period Start	Unit Count	Hours Worked	UPH	% to Goal	% to Curve	Exempted
October 26, 2016, 5:00:00 AM	1739	34	51	67.26	71.05	N
October 19, 2016, 5:00:00 AM	1867	35	53	70.33	78.85	N
October 12, 2016, 5:00:00 AM	2007	35	58	75.72	89.08	N
October 05, 2016, 5:00:00 AM	0	0	0	0	0	Y
September 28, 2016, 5:00:00 AM	0	0	0	0	0	Y

Areas of Improvement Required by Associate

You are expected to meet 100% of the productivity performance expectation. Please note that if an associate receives a 2nd final or a total of 6 documented counseling write-ups in a rolling 12 months, their employment will end. We are committed to assisting you in improving your productivity performance, and will assist you in addressing any job related barriers that are impacting your ability to meet productivity performance expectations.

Associate Comments

Associate Signature: Acknowledged by [REDACTED]

Date: November 20, 2016, 4:15:36 AM

Manager Signature: Acknowledged by Karim,Ekram (BadgeID: 11349598)

Date: November 20, 2016, 4:15:36 AM

AMZ-BRY000591

Acknowledged by associate on December 16, 2016, 9:01:41 PM - Delivered by Wilber,Rachael (wilberw)

Supportive Feedback Document Productivity Trend - Second Written



Associate Name: [REDACTED]
Manager Name: Wilber,Rachael (RT678)
Created On: December 16, 2016, 9:01:41 PM

Summary

Your recent job performance is not meeting Productivity expectations. Meeting performance standards is a critical component of your job. This document provides specific details about your performance and how you are not meeting expectations. In addition, this document describes the steps you and your manager will take to assist you in improving your performance. As a part of this conversation we are interested in understanding what barriers you think need to be removed, or what improvements can be made which would potentially assist you in improving your performance.

Communication History

The following is a summary of your productivity feedback:

Level	Count	Most Recent
Documented Coaching	1	November 02, 2016
Verbal Coaching	2	October 26, 2016
First Written	2	November 30, 2016

Details of Current Incident/Specific Concerns

You have not met Productivity expectations 4 out of the last 6 weeks. See the Trend section below for further details.

Process	Function	LC	Hours	Units	UPH	Expected	% to Goal	% to Curve	Was Borrowed
Pack Singles	Scan Verify ItemPacked Medium EACH	Level 5	36	1810	50.28	57	88.21	88.21	N

Performance Trend

Below is a summary of your past Productivity performance.

Period Start	Unit Count	Hours Worked	UPH	% to Goal	% to Curve	Exempted
December 07, 2016, 5:00:00 AM	1810	36	50	88.21	88.21	N
November 30, 2016, 5:00:00 AM	1415	27	53	92.47	92.47	Y
November 23, 2016, 5:00:00 AM	1405	28	50	87.36	87.36	N
November 16, 2016, 5:00:00 AM	788	18	44	76.78	76.78	Y
November 09, 2016, 5:00:00 AM	1493	33	45	59.7	59.7	N
November 02, 2016, 5:00:00 AM	1602	33	48	63.13	63.13	N

Areas of Improvement Required by Associate

You are expected to meet 100% of the productivity performance expectation. Please note that if an associate receives a 2nd final or a total of 6 documented counseling write-ups in a rolling 12 months, their employment will end. We are committed to assisting you in improving your productivity performance, and will assist you in addressing any job related barriers that are impacting your ability to meet productivity performance expectations.

Associate Comments

Associate Signature: Acknowledged by [REDACTED]

Date: December 16, 2016, 9:01:41 PM

Manager Signature: Acknowledged by Wilber,Rachael (BadgeID: 0003468)

Date: December 16, 2016, 9:01:41 PM

AMZ-BRY000592

AMZ-BRY000593

Acknowledged by associate on October 20, 2017, 7:38:12 PM - Delivered by Barragan,Steven (sbarrag)

Supportive Feedback Document Quality - First Written



Associate Name: [REDACTED]
Manager Name: Barragan,Steven (RT678)
Created On: October 20, 2017, 7:38:12 PM

Summary

Your recent job performance is not meeting Quality expectations. Meeting performance standards is a critical component of your job. This document provides specific details about your performance and how you are not meeting expectations. In addition, this document describes the steps you and your manager will take to assist you in improving your performance. As a part of this conversation we are interested in understanding what barriers you think need to be removed, or what improvements can be made which would potentially assist you in improving your performance.

Communication History

The following is a summary of your quality feedback:

Level	Count	Most Recent
Verbal Positive	2	October 11, 2017, 5:00:00 AM

Details of Current Incident/Specific Concerns * Expected DPMO is per error family and not per error type

Error Family	Error Type	Errors Discovered	Units Processed	Expected DPMO*
Pick	Wrong Adjustment	2	2849	500

Error Listing * Up to 20 most recent errors shown

Date	Error Family	Error Type	Details
October 14, 2017, 8:51:42 PM	Pick	Wrong Adjustment	Location Id: P-8-A546J283 Problem Id: amzn1.fc.v1.common.request-id.v1.PickComplete.DItem:236627208:LGA7.paKivaA01.31406910777.236627208.46632480-LGA7-NotifyMoriartyForPickShort-NotifyMoria Reported In Process Path: Pick Raw Error Type: Shortage Bin Count Result Id List: [amzn1.fc.v1.icqa.result-id.v1.LGA7.CYCLE_COUNT.P-8-A546J283.a57949bb-60be-49f6-a646-67d25716d2d6] Fc Sku: ZZXR651CEH Application Name: AFTWatsonService Found Location List: [P-8-A546J283]
October 12, 2017, 8:33:56 PM	Pick	Wrong Adjustment	Location Id: P-7-A097M417 Problem Id: amzn1.fc.v1.common.request-id.v1.PickComplete.DItem:236524677:LGA7.paKivaA01.31368148777.236524677.46461238-LGA7-NotifyMoriartyForPickShort-NotifyMoria Reported In Process Path: Pick Raw Error Type: Shortage Bin Count Result Id List: [amzn1.fc.v1.icqa.result-id.v1.LGA7.CYCLE_COUNT.P-7-A097M417.3a620d4e-3a6d-4263-b084-62bed5f5d982] Fc Sku: ZZWESH5MU7 Application Name: AFTWatsonService Found Location List: [P-7-A097M417]

AMZ-BRY000594

Performance Trend

Below is a summary of your past Quality performance.

Period Start	Unit Processed	Errors Discovered	DPMO	Performance %	Exempted
October 11, 2017	2849	2	702	-40.41	No
October 04, 2017	2084	0	0	100	No

Areas of Improvement Required by Associate

You are expected to meet 100% of the quality performance expectation. Please note that If an associate receives a 2nd final or a total of 6 documented counseling write-ups in a rolling 12 months, their employment will end. We are committed to assisting you in improving your quality performance, and will assist you in addressing any job related barriers that are impacting your ability to meet quality expectations.

Associate Comments

Associate Signature: Acknowledged by [REDACTED]

Date: October 20, 2017, 7:38:12 PM

Manager Signature: Acknowledged by Barragan,Steven (BadgeID: 12399649)

Date: October 20, 2017, 7:38:12 PM

AMZ-BRY000595

Acknowledged by associate on July 07, 2018, 10:20:40 PM - Delivered by Sheola,Brian (bssheola)

Supportive Feedback Document Quality - Final Written



Associate Name: [REDACTED]
Manager Name: Barragan,Steven (RT678)
Created On: July 07, 2018, 10:20:40 PM

Summary

Your recent job performance is not meeting Quality expectations. Meeting performance standards is a critical component of your job. This document provides specific details about your performance and how you are not meeting expectations. In addition, this document describes the steps you and your manager will take to assist you in improving your performance. As a part of this conversation we are interested in understanding what barriers you think need to be removed, or what improvements can be made which would potentially assist you in improving your performance.

Communication History

The following is a summary of your quality feedback:

Level	Count	Most Recent
Verbal Positive	30	June 27, 2018, 5:00:00 AM
First Written	1	October 18, 2017, 5:00:00 AM

Details of Current Incident/Specific Concerns * Expected DPMO is per error family and not per error type

Error Family	Error Type	Errors Discovered	Units Processed	Expected DPMO*
Pick	Wrong Adjustment	7	3864	500

Error Listing * Up to 20 most recent errors shown

Date	Error Family	Error Type	Details
July 01, 2018, 1:34:06 AM	Pick	Wrong Adjustment	Location Id: P-8-A835N777 Fc Sku: ZZXW3AHS75 Application Name: AFTWatsonService Found Location List: [P-8-A835N777]
July 01, 2018, 1:26:32 AM	Pick	Wrong Adjustment	Location Id: P-7-A157J028 Fc Sku: X00142B0MB Application Name: AFTWatsonService Found Location List: [P-7-A157J028]
June 30, 2018, 2:34:44 AM	Pick	Wrong Adjustment	Location Id: P-6-A299L519 Fc Sku: X001GLV4OT Application Name: AFTWatsonService Found Location List: [P-6-A299L519]
June 30, 2018, 2:29:11 AM	Pick	Wrong Adjustment	Location Id: P-9-A556F749 Fc Sku: ZZW2US0XTL Application Name: AFTWatsonService Found Location List: [P-9-A556F749]
June 30, 2018, 2:28:33 AM	Pick	Wrong Adjustment	Location Id: P-7-A578M893 Fc Sku: B00BP56HWO Application Name: AFTWatsonService Found Location List: [P-7-A578M893]
June 30, 2018, 1:05:19 AM	Pick	Wrong Adjustment	Location Id: P-6-A596H624 Fc Sku: X001QLBNQ3 Application Name: AFTWatsonService Found Location List: [P-6-A596H624]
June 30, 2018, 1:02:39 AM	Pick	Wrong Adjustment	Location Id: P-8-A647H828 Fc Sku: X0003BTVVB Application Name: AFTWatsonService Found Location List: [P-8-A647H828]

Performance Trend

Below is a summary of your past Quality performance.

Period Start	Unit Processed	Errors Discovered	DPMO	Performance %	Exempted
June 27, 2018	3864	7	1811.59	-262.32	No
June 20, 2018	3097	0	0	100	No
June 13, 2018	4915	2	406.91	18.61	No
June 06, 2018	5451	0	0	100	No
May 30, 2018	5400	5	925.92	-85.19	No

AMZ-BRY000596

May 23, 2018	5478	0	0	100	No
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Areas of Improvement Required by Associate

You are expected to meet 100% of the quality performance expectation. Please note that If an associate receives a 2nd final or a total of 6 documented counseling write-ups in a rolling 12 months, their employment will end. We are committed to assisting you in improving your quality performance, and will assist you in addressing any job related barriers that are impacting your ability to meet quality expectations.

Associate Comments

Associate Signature: Acknowledged by [REDACTED]

Date: July 07, 2018, 10:20:40 PM

Manager Signature: Acknowledged by Sheola,Brian (BadgelD: 11240342)

Date: July 07, 2018, 10:20:40 PM

Acknowledged by associate on August 16, 2019, 10:22:02 PM - Delivered by Boodaghian, Devin Joseph (dboodagh)

Supportive Feedback Document Quality Trend - Documented Coaching



Associate Name: [REDACTED]
Manager Name: Boodaghian, Devin Joseph (RT885-4)
Created On: August 16, 2019, 10:22:02 PM

Summary

Your recent job performance is not meeting Quality expectations. Meeting performance standards is a critical component of your job. This document provides specific details about your performance and how you are not meeting expectations. In addition, this document describes the steps you and your manager will take to assist you in improving your performance. As a part of this conversation we are interested in understanding what barriers you think need to be removed, or what improvements can be made which would potentially assist you in improving your performance.

Communication History

The following is a summary of your quality feedback:

Level	Count	Most Recent
Verbal Positive	36	June 05, 2019, 5:00:00 AM
Verbal Coaching	1	August 07, 2019, 5:00:00 AM

Details of Current Incident/Specific Concerns * Expected DPMO is per error family and not per error type

You have not met Quality expectations 2 out of the last 6 weeks. See the Trend section below for further details.

Error Family	Error Type	Errors Discovered	Units Processed	Expected DPMO*	Minimum Units	Is Excluded
ICQA	Inaccurate Count	6	1145	3000	1000	No
Pick	-	0	1560	200	1000	Yes

Error Listing * Up to 20 most recent errors shown

Date	Error Family	Error Type	Details
August 10, 2019, 5:05:12 AM	ICQA	Inaccurate Count	Inaccurate: 1.0 Location Id: P-5-B497Y753 Work Type: Simple Bin Count Counted Quantity: 2.0 Application Name: QualityIntelligenceCountDataPipeline Bin Id: P-5-B497Y753 Expected Quantity: 3.0 Ignored: 0.0 Accurate: 0.0
August 10, 2019, 4:29:22 AM	ICQA	Inaccurate Count	Inaccurate: 1.0 Location Id: P-7-C004E330 Work Type: Simple Bin Count Counted Quantity: 16.0 Application Name: QualityIntelligenceCountDataPipeline Bin Id: P-7-C004E330 Expected Quantity: 14.0 Ignored: 0.0 Accurate: 0.0
August 10, 2019, 2:40:34 AM	ICQA	Inaccurate Count	Inaccurate: 1.0 Location Id: P-8-B802V186 Work Type: Simple Bin Count Counted Quantity: 5.0 Application Name: QualityIntelligenceCountDataPipeline Bin Id: P-8-B802V186 Expected Quantity: 6.0 Ignored: 0.0 Accurate: 0.0
August 08, 2019, 11:05:08 PM	ICQA	Inaccurate Count	Inaccurate: 1.0 Location Id: P-7-B476T131 Work Type: Simple Bin Count Counted Quantity: 3.0 Application Name: QualityIntelligenceCountDataPipeline Bin Id: P-7-B476T131 Expected Quantity: 4.0 Ignored: 0.0 Accurate: 0.0
August 08, 2019, 10:22:20 PM	ICQA	Inaccurate Count	Inaccurate: 1.0 Location Id: P-8-B152J727 Work Type: Simple Bin Count Counted Quantity: 4.0 Application Name: QualityIntelligenceCountDataPipeline

AMZ-BRY000598

			Bin Id: P-8-B152J727 Expected Quantity: 5.0 Ignored: 0.0 Accurate: 0.0
August 08, 2019, 7:06:42 PM	ICQA	Inaccurate Count	Inaccurate: 1.0 Location Id: P-8-B230X893 Work Type: Simple Bin Count Counted Quantity: 4.0 Application Name: QualityIntelligenceCountDataPipeline Bin Id: P-8-B230X893 Expected Quantity: 5.0 Ignored: 0.0 Accurate: 0.0

Performance Trend

Below is a summary of your past Quality performance.

Period Start	Unit Processed	Errors Discovered	DPMO	Performance %	Exempted
August 07, 2019	2705	6	2218.11	-60.13	No
July 31, 2019	3314	7	2112.25	-24.22	No
July 24, 2019	0	0	0	0	Yes
July 17, 2019	1681	1	594.88	-197.45	Yes
July 10, 2019	3725	3	805.36	-302.69	Yes
July 03, 2019	3086	1	324.04	-62.03	Yes

Areas of Improvement Required by Associate

You are expected to meet 100% of the quality performance expectation. Please note that If an associate receives a 2nd final or a total of 6 documented counseling write-ups in a rolling 12 months, their employment will end. We are committed to assisting you in improving your quality performance, and will assist you in addressing any job related barriers that are impacting your ability to meet quality expectations.

Associate Comments

Associate Signature: Acknowledged by [REDACTED]

Date: August 16, 2019, 10:22:02 PM

Manager Signature: Acknowledged by Boodaghian, Devin Joseph (BadgeID: 0079265)

Date: August 16, 2019, 10:22:02 PM

AMZ-BRY000599

AMAZON.COM, INC.

CONFIDENTIALITY AND INVENTION ASSIGNMENT AGREEMENT

This Confidentiality and Invention Assignment Agreement ("**Agreement**") is made by and between Amazon.com, Inc., a Delaware corporation, and _____ ("**Employee**").

RECITALS

- A. Employee enters into this Agreement in connection with Employee's acceptance of employment with Amazon.com, Inc. or its subsidiary or affiliate, and any future employment with Amazon.com, Inc. or another of its subsidiaries or affiliates (depending on the circumstances, each an "**Employer**");
- B. As used in this Agreement, "**Amazon**" means Amazon.com, Inc. and any entity that controls, is controlled by, or is under common control with Amazon.com, Inc., including without limitation its subsidiaries and affiliates;
- C. Employee's acceptance of this Agreement is an express condition of Employee's employment with Employer, and is made by Employee in consideration of such employment, including the compensation, benefits and confidential information provided now and in the future to Employee by Employer, which Employee acknowledges are of significant benefit to Employee; and
- D. Employee's continued employment with Employer is expressly conditioned on Employee's good faith agreement to comply with this Agreement.

AGREEMENTS

In consideration of the above Recitals, which are incorporated herein, the promises and covenants below, and other valuable consideration, the receipt and adequacy of which is acknowledged, the parties agree as follows:

- 1. **TERM.** This Agreement, including Sections 3, 4, and 5, contains obligations that apply during Employee's employment and for specified periods after the date Employee's employment ends ("**Separation Date**"), regardless of the reason for separation or whether it was voluntary or involuntary.
- 2. **ATTENTION AND EFFORT.** During employment, Employee will devote Employee's entire productive time, ability, attention, and effort to furthering Amazon's best interests and will not (without Amazon's prior written consent) carry on any separate professional or other gainful employment, including self-employment and contract work.
- 3. **CONFIDENTIAL INFORMATION.**

3.1 Confidentiality and Confidential Information. Employee will obtain, receive, or gain access to Confidential Information (as defined below) in connection with Employee's work for Amazon. During employment and at all times thereafter, Employee will hold all Confidential Information in strictest confidence and will not acquire, use, publish, disclose, or communicate any Confidential Information except as required in connection with Employee's work without the prior written approval of an authorized officer of Amazon. For purposes of this Agreement, "**Confidential Information**" means proprietary or confidential information of Amazon in whatever form, tangible or intangible, whether or not marked or otherwise designated as confidential, that is not otherwise generally known to the public, relating or pertaining to Amazon's business, projects, products, customers, suppliers, inventions, or trade secrets, including but not limited to: business and financial information; Amazon techniques, technology, practices, operations, and methods of conducting business; information technology systems and operations; algorithms, software, and other computer code; published and unpublished know-how, whether patented or unpatented; information concerning the identities of Amazon's business partners and clients or potential business partners and clients, including names, addresses, and contact information; customer information, including prices paid, buying history and habits, needs, and the methods of fulfilling those needs; supplier names, addresses, and pricing; and Amazon pricing policies, marketing strategies, research projects or developments, products, legal affairs, and future

plans relating to any aspect of Amazon's present or anticipated businesses. Nothing in this Agreement prohibits non-supervisory employees' communications about their own or their coworkers' wages, hours or working conditions.

3.2 Prevention of Unauthorized Release of Confidential Information. Employee will take reasonable measures to prevent unauthorized persons or entities from obtaining, receiving, or gaining access to any Confidential Information in Employee's possession or control.

3.3 Confidential Information of Third Parties. Employee will preserve as confidential any information that Employee learns or obtains from a third party or relating to a third party (such as a client, customer, affiliate, partner, or vendor) that is not readily available to the public or that Amazon is obligated to treat as confidential, and Employee will treat such information as Confidential Information.

3.4 Return of Confidential Documents. On the Separation Date, or at any time otherwise requested by Amazon, Employee will immediately return all Confidential Information and other things belonging to Amazon, including tools, equipment, devices, or other property, and all documents, records, notebooks, and tangible articles containing or embodying any Confidential Information, including any copies (whether stored in paper, electronic, magnetic, or other form) then in Employee's possession or control, whether prepared by Employee or others.

4. RESTRICTIVE COVENANTS.

4.1 Non-Solicitation. During employment and for 18 months after the Separation Date, Employee will not, directly or indirectly, whether on Employee's own behalf or on behalf of any other entity (for example, as an employee, agent, partner, or consultant): (a) accept or solicit business from any Customer of any product or service that Employee worked on or supported, or about which Employee obtained or received Confidential Information; or (b) encourage any Customer or Business Partner to cease doing business with Amazon or to terminate or limit an existing relationship or arrangement with Amazon. For purposes of this Agreement, "**Customer**" means any individual or entity that was a customer or client of Amazon during Employee's employment, or with which Amazon engaged in discussions before the Separation Date related to the possibility that such party might become a customer or client of Amazon, and "**Business Partner**" means any individual or entity with which, before the Separation Date, Amazon was involved in any business arrangement or engaged in discussions regarding the possibility of entering into such an arrangement.

4.2 Non-Interference. During employment and for 12 months after the Separation Date, Employee will not, directly or indirectly, whether on Employee's own behalf or on behalf of any other entity (for example, as an employee, agent, partner, or consultant): (a) solicit or otherwise encourage any employee, contractor, or consultant of Amazon ("**Amazon Personnel**") to terminate any employment or contractual relationship with Amazon; (b) disclose information to any other individual or entity about Amazon Personnel that could be used to solicit or otherwise encourage Amazon Personnel to form new business relationships with that or another individual or entity; or (c) otherwise interfere with the performance by current or former Amazon Personnel of their obligations or responsibilities to Amazon. Nothing in this Section 4.3 restricts Employee from exercising rights protected under the National Labor Relations Act.

5. INTELLECTUAL PROPERTY.

5.1 Copyrights. All copyrightable works prepared by Employee within the scope of employment are works made for hire. Employer will own all rights under copyright in and to such works, and Employer will be considered the author of such works. If and to the extent that any such works are deemed not to constitute a work made for hire, and with respect to any other works that Employee prepares during working hours or using Amazon resources, Employee hereby irrevocably assigns to Employer all right, title, and interest in and to such work. To the extent any of Employee's rights in such works, including any moral rights, are not capable of assignment under applicable law, Employee hereby irrevocably and unconditionally waives all enforcement of those rights to the maximum extent permitted under applicable law.

5.2 Inventions. Employee will make prompt and full written disclosure to Employer, and hereby irrevocably assigns exclusively to Employer, all of Employee's rights, title, and interest in and to any and all inventions, discoveries, designs, developments, concepts, techniques, procedures, algorithms, products, improvements, business plans, and trade secrets (collectively, "**Inventions**") that Employee solely or jointly may conceive, develop, reduce to practice, or otherwise produce during Employee's employment.

5.3 NOTICE Regarding Inventions. Any provision in this Agreement requiring Employee to assign rights in Inventions does not and will not apply to any Invention for which no equipment, supplies, facilities, or trade secret information of Employer was used and that was developed entirely on Employee's own time, unless (a) the Invention relates (i) directly to the business of Employer, or (ii) to Employer's actual or demonstrably anticipated research or development, or (b) the Invention results from any work performed by Employee for Employer. This **NOTICE Regarding Inventions** will be interpreted in a manner that complies with applicable state law.

5.4 Prior Inventions. As to any Invention in which Employee has an interest at any time, if Employee uses or incorporates such an Invention in any released or unreleased Amazon product, service, program, process, development, or work in progress, or if Employee permits Amazon so to use or incorporate such an Invention, or if such an Invention pertains to Amazon business, Employee irrevocably grants (to the extent Employee has authority to do so) a perpetual, royalty-free, fully paid up, worldwide license to exercise any and all rights with respect to such Invention, including without limitation the right to protect, make, have made, import, use, and sell that Invention without restriction and the right to sublicense those rights to others (with the right to grant further sublicenses). This license will be exclusive, subject only to any preexisting non-exclusive licenses or other pre-existing rights not subject to Employee's control.

5.5 Assistance. Employee will execute all documents and take all other actions reasonably requested by Amazon in order to carry out and confirm the assignments contemplated by this Agreement, including without limitation applications for patents, registered designs, certificates of authorship, and other instruments or intellectual property protections appropriate to protect and enforce intellectual property rights throughout the world. If Employee fails to execute, acknowledge, verify, or deliver any such document reasonably requested by Amazon, Employee irrevocably appoints Amazon and its authorized officers and agents as Employee's agent and attorney-in-fact to act in Employee's place to execute, acknowledge, verify, and deliver any such document on Employee's behalf. Employee's obligations under this Section 5.5 apply during employment and at all times thereafter.

6. DISCLOSURE OF RESTRICTIONS. Employee will disclose and provide a true and correct copy of this Agreement to any prospective new employer, business partner, or investor BEFORE accepting employment or engaging in any business venture. Employee authorizes Amazon to provide a copy of this Agreement to any new or prospective employer, business partner, or investor of Employee.

7. GENERAL PROVISIONS.

7.1 Third Party Beneficiaries. All Amazon entities, including without limitation Employer, are intended third party beneficiaries of Employee's covenants and promises in this Agreement, and have enforceable rights and remedies under this Agreement.

7.2 Waiver. No waiver of any right or obligation under this Agreement will be valid unless in writing and signed by an authorized officer of Amazon. No waiver by Amazon of any breach of this Agreement will be a waiver of any preceding or succeeding breach. No waiver by Amazon of any right or obligation under this Agreement will be construed as a waiver of any other right or obligation. Amazon will not be required to give prior notice to enforce strict adherence to all terms of this Agreement.

7.3 Governing Law and Jurisdiction. This Agreement will be governed by and construed in accordance with the laws of the State of Washington, excluding its choice of law provisions. Each party irrevocably consents to exclusive jurisdiction and venue in the state and federal courts located in King County, Washington with respect to any action, claim, or proceeding arising out of or in connection with this Agreement, with the exception of requests for temporary or preliminary injunctive relief, which may be

sought in any appropriate court with jurisdiction, but only if such relief could not be issued and made immediately binding against the party sought to be enjoined by the state and federal courts located in King County, Washington.

7.4 Remedies. Any breach of this Agreement may cause Amazon irreparable harm for which there is no adequate remedy at law. As a result, Amazon will be entitled to the issuance by a court of competent jurisdiction of an injunction, restraining order, or other equitable relief in favor of itself, without the necessity of posting a bond, restraining Employee from committing or continuing to commit any such violation. Any right to obtain an injunction, restraining order, or other equitable relief under this Agreement will not be considered a waiver of any right to assert any other remedy Amazon may have at law or in equity. Nothing in this Agreement will limit the remedies available to Amazon. The restrictions in this Agreement are independent of any other provision of this Agreement and will be enforceable whether or not Employee may have or purport to have any claim against Amazon.

7.5 Modification of Restrictions; Severability. Should a court of competent jurisdiction find that any provision of this Agreement, or compliance by any of the parties with any provision of this Agreement, is unlawful or unenforceable, such provision will be treated as narrowed to the extent required to make it lawful and enforceable. If such modification is not possible, the unlawful or unenforceable provision will be severed from the Agreement and the remaining provisions will remain in full force and effect to the maximum extent consistent with applicable law. If Employee breaches any post-employment obligations to Amazon set forth in Section 4 of this Agreement, the applicable duration of such obligation will be extended by a period of no less than the duration of the breaching conduct. This Agreement should be interpreted in a way that provides the maximum protection to Amazon's Confidential Information and other business interests, and should not be interpreted against any party as its drafter.

7.6 Survival of Covenants. The covenants and promises contained in Sections 3 through 7 of this Agreement will survive after the Separation Date.

7.7 Assignment. This Agreement will bind and inure to the benefit of Employee and Amazon, and their respective heirs, legal representatives, and permitted successors and assigns. The covenants and promises of Employee under this Agreement are unique and personal. Accordingly, Employee may not assign any of Employee's rights or duties under this Agreement. Amazon.com, Inc. may assign this Agreement, without notice to Employee. Employee consents to such assignment and agrees and acknowledges that all terms and conditions of this Agreement will remain in effect after any such assignment.

7.8 Entire Agreement. This Agreement contains the entire understanding between Employee and Amazon with respect to the subject matter of this Agreement, and there are no representations, warranties, promises, or undertakings other than those contained in this Agreement. No modification of or amendment to this Agreement (except by a court under Section 7.5) will be effective unless in writing and signed by both Employee and an authorized officer of Amazon.

7.9 Counterparts. This Agreement may be executed in one or more counterparts, each of which will be treated as an original, but all of which taken together will be treated as one and the same instrument.

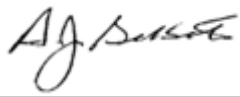
8. EMPLOYEE REPRESENTATIONS REGARDING EXISTING OBLIGATIONS. Employee represents and certifies as follows: (a) Employee is not in possession or control of any document or other tangible thing that in any way constitutes confidential, proprietary, or trade secret information of any third party (including any former employer); (b) Employee is not subject to a non-competition agreement that precludes Employee's work for Amazon; (c) Employee has identified all confidentiality, proprietary information, non-solicitation, or similar agreements or obligations Employee has with any third party, and Employee will not violate any such agreements or obligations in the course of Employee's work for Amazon; and (d) Employee will not use or disclose any tangible or intangible information that constitutes a trade secret of any third party (including any former employer) in the course of Employee's employment, except pursuant to written authorization to do so (e.g., a technology license between Amazon and the third party).

9. **EMPLOYEE HAS READ AND UNDERSTOOD THE TERMS OF THIS AGREEMENT; RIGHT TO SEPARATE COUNSEL.** Employee acknowledges with execution of this Agreement that: (a) Employee has carefully read all of this Agreement's terms and agrees they are necessary for the reasonable protection of the business of Employer and Amazon; (b) Employer has been induced to employ Employee by Employee's representation that Employee will abide by and be bound by each of the covenants and restraints in this Agreement; and (c) each and every covenant and restraint in this Agreement is reasonable. Employee acknowledges that Employee has been advised by Amazon that Employee is entitled to have this Agreement reviewed by counsel of Employee's choice, and has either done so or elected to forgo such right.

HAVING READ AND FULLY UNDERSTOOD THIS AGREEMENT, a copy of which has been provided to Employee, the parties execute this Agreement.

AMAZON.COM, INC.

Signature



Name: Tony Galbato

Title: Vice President, Human Resources

EMPLOYEE

Signature: _____

Name: _____

Date: _____



CODE OF BUSINESS CONDUCT & ETHICS
ACKNOWLEDGMENT FORM

By clicking “Acknowledge” above, I acknowledge that I have access to a copy of [Code of Business Conduct and Ethics](#) and [FAQs](#) through MyDocs and that I am responsible for reading, understanding, and complying with the Code of Business Conduct and Ethics.

By clicking “Acknowledge” above, I also agree to notify the Legal Department or [Amazon’s Ethics Line](#) immediately in the event I have reason to believe that any violations of the Code of Business Conduct and Ethics have occurred, including, but not limited to: fraud or improper conduct regarding accounting, auditing, or internal controls over financial reporting.

I understand that I can raise questions or concerns with my manager, human resources representative, or the Employee Resource Center.



3/6/2020



Dear [REDACTED]

This letter confirms that the date of involuntary termination of your employment with Amazon.com Services LLC is March 7, 2020.

You have executed a Confidentiality and Invention Assignment Agreement with the Company. You are reminded that certain provisions of the agreement survive the termination of your employment with the Company and remain in full force and effect.

We wish you the best in your future endeavors.

Sincerely,
Amazon Human Resources





8/31/2015



Dear [REDACTED]

On behalf of Amazon.com.dedc, LLC (the "Company"), I am very pleased to offer you the Part-time (20-29 hours) position of Fulfillment Associate. This letter clarifies and confirms the terms of your employment with the Company. You will be working a Part-time (20-29 hours) schedule.

Start Date and Compensation

Unless we mutually agree otherwise in writing, you will commence employment on August 30, 2015 ("Start Date"). You will ordinarily be scheduled to work 20 hours per seven-day week. Your salary will be \$13.25 per hour, (\$13,780.00 annualized based on 1,040 hours per year) and a \$1.00 per hour Shift Differential (\$1,040.00 annualized based on 1,040 hours per year), payable in accordance with the Company's standard payroll practice and subject to applicable withholding taxes.

Department, Manager and Shift

Department: 1182 EWR5 USA Amazon.com.dedc, LLC

Manager: Trenton Cherco

Shift Pattern: US FC Th-M 4 hr 2200

Your shift or schedule may change in the future. Based on business need, Amazon.com.dedc, LLC reserves the right to modify shift times or rotate employees between existing shifts at any time in the company's sole discretion. Peak schedule information will be posted when it becomes available.

Shift Information

Employees who work in Fulfillment Centers are expected to be open to working a variety of shifts. Most buildings, for instance, have night and weekend shifts, and many of our day shifts include one weekend day as part of the regular schedule. We do our best to match shifts with personal preference, but we reserve the right to assign employees to shifts and schedules based on business needs. All employees may be required to work overtime or on holidays,



AMZ-BRY000607

Preemployment Screening

This offer is contingent on the successful completion of a background check and drug test.

Employment at Will

If you accept our offer of employment, you will be an employee-at-will, meaning that either you or the Company may terminate our relationship at any time for any reason, with or without cause. Any statements to the contrary that may have been made to you, or that may be made to you, by the Company, its agents, or representatives are superseded by this offer letter.

Confidentiality and Invention Assignment Agreement

As a condition of your employment, you must sign the enclosed Confidentiality and Invention Assignment Agreement (the "Agreement"). Please review the Agreement carefully and, if appropriate, have your attorney review it as well.

Employment Eligibility

To comply with immigration laws, you must provide the Company with evidence of your identity and eligibility for employment in the United States no later than three (3) business days after your date of hire. If you are in visa status, you also must provide new or renewed evidence of your eligibility for employment immediately prior to or upon expiration of your visa authorization.

Additional Provisions

If you accept this offer, the terms described in this letter will be the initial terms of your employment, and this letter supersedes any previous discussions or offers. Any additions to or modifications to this offer must be in writing and signed by you and an officer of the Company.

This offer and all terms of employment stated in this letter will expire ten calendar days from the date of this letter.

██████████, we are very excited about the possibility of you joining us. I hope that you will accept this offer and look forward to a productive and mutually beneficial working relationship. Please let me know if I can answer any questions for you about any of the matters outlined in this letter.

Sincerely,

Trenton Cherco
Manager I, Operations



AMZ-BRY000608

ACCEPTANCE

I accept employment with Amazon.com.dedc, LLC under the terms set forth in this letter.

Signature

Date

[REDACTED]



AMZ-BRY000609

Acknowledged by associate on March 14, 2019, 4:36:04 PM - Delivered by Boodaghian,Devin (dboodagh)

Supportive Feedback Document Behavioral - Documented Coaching



Associate Name: [REDACTED]
Manager Name: Boodaghian,Devin (RT678)
Created On: March 14, 2019, 4:36:04 PM

Summary

Your recent job performance is not meeting Behavioral expectations. Meeting performance standards is a critical component of your job. This document provides specific details about your performance and how you are not meeting expectations. In addition, this document describes the steps you and your manager will take to assist you in improving your performance. As a part of this conversation we are interested in understanding what barriers you think need to be removed, or what improvements can be made which would potentially assist you in improving your performance.

Communication History

The following is a summary of your behavioral feedback:

Level	Count	Most Recent
Documented Coaching	1	June 06, 2018, 8:47:06 AM

Details of Current Incident/Specific Concerns

In the previous 7 days, Associate [REDACTED] created Doc Coach pieces of Amnesty while working in Pick with a DPMO of 1634 (Threshold of 2,000). In order for Amazon to meet our high customer service standards, it is critical for each member of the team to do his/her part to ensure bins are left in an organized and safe condition. You have a vital role in managing the flow of products to our customers by minimizing unnecessary work in process (Amnesty, False Shorts, Problem Solve, etc.)

Areas of Improvement Required by Associate

Amazon expects associates to adhere to established standard operating procedures. Failure to adhere to standard work guidelines includes, but is not limited to, any action that artificially inflates an individual's rate, (i.e. double-scanning, machine-gunning) dishonest behavior, discriminatory work selection that directly or indirectly hinders others' performance (i.e. cherry picking), or circumventing critical steps in the "process/PMV. Failure to meet these expectations and/or future violations of these guidelines or other inappropriate behavior may result in additional discipline, up to and including termination."

Associate Comments

Associate Signature: Acknowledged by [REDACTED]

Date: March 14, 2019, 4:36:04 PM

Manager Signature: Acknowledged by Boodaghian,Devin (BadgeID: 0079265)

Date: March 14, 2019, 4:36:04 PM

AMZ-BRY000610

Acknowledged by associate on June 30, 2018, 11:42:46 PM - Delivered by Barragan,Steven (sbarrag)

Supportive Feedback Document Behavioral - Documented Coaching

amazon.com

Associate Name: [REDACTED]
Manager Name: Smith,Joseph (RT678)
Created On: June 30, 2018, 11:42:46 PM

Summary

Your recent job performance is not meeting Behavioral expectations. Meeting performance standards is a critical component of your job. This document provides specific details about your performance and how you are not meeting expectations. In addition, this document describes the steps you and your manager will take to assist you in improving your performance. As a part of this conversation we are interested in understanding what barriers you think need to be removed, or what improvements can be made which would potentially assist you in improving your performance.

Communication History

The following is a summary of your behavioral feedback:

Level	Count	Most Recent
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Details of Current Incident/Specific Concerns

You recently were involved with the generation of an IRDR quality defect. IRDR is the building's measurement of inventory health and accuracy. If the building's inventory is not accurate, it creates operational barriers for all pickers, stowers, and counters that interact with the bins. However, most importantly, this has a negative downstream impact to our customers. A defect created by you was found during the IRDR inventory audit this week, negatively contributing to the IRDR score. 3 units were picked by [REDACTED] from IRDR bin to tsX050vazwx for a transshipment on 6/2/2018 however 4 units were physically removed from IRDR bin. 1 unit was then added using AddItemsApp by coomche in BWI2.

Areas of Improvement Required by Associate

Going forward it's imperative to the building's quality that the correct standard work is followed by each associate as per the TWI training administered to anyone in a new process path. To prevent future IRDR impacting defects, you will also need to work on abiding by the standard work administered to you through the TWI training.

Associate Comments

Associate Signature: Acknowledged by [REDACTED]

Date: June 30, 2018, 11:42:46 PM

Manager Signature: Acknowledged by Barragan,Steven (BadgeID: 12399649)

Date: June 30, 2018, 11:42:46 PM

AMZ-BRY000611

CONFIDENTIAL

Acknowledged by associate on December 20, 2019, 1:28:59 AM - Delivered by Boodaghian, Devin Joseph (dboodagh)

Supportive Feedback Document Behavioral - First Written

amazon.com

Associate Name: Durogene, Jean Robert (durogene)
Manager Name: Boodaghian, Devin Joseph (RT885-4)
Created On: December 20, 2019, 1:29:00 AM



Summary

Your recent job performance is not meeting Behavioral expectations. Meeting performance standards is a critical component of your job. This document provides specific details about your performance and how you are not meeting expectations. In addition, this document describes the steps you and your manager will take to assist you in improving your performance. As a part of this conversation we are interested in understanding what barriers you think need to be removed, or what improvements can be made which would potentially assist you in improving your performance.

Communication History

The following is a summary of your behavioral feedback:

Level	Count	Most Recent
Documented Coaching	1	March 13, 2019, 9:24:20 AM

Details of Current Incident/Specific Concerns

The following feedback pertains to Amazon's Workplace Harassment policy. On [December 14, 1029], you were reported to be in violation of this policy by standing in the personal space of a fellow associate on at a counting station. You stood behind her without her knowing and did not announce that you here in her space. Once conversation as initiated you ignored her requests for you to stop talking to her so she could continue working. Examples of harassment include, but are not limited to "unwelcome sexual flirtations, advances, or propositions" Harassment may be overt or subtle. Behavior that may be acceptable in a social setting may not be appropriate in the workplace.

Areas of Improvement Required by Associate

Amazon.com is committed to providing a safe and harassment free workplace environment. Workplace violence, including any intentional or reckless act that harms persons or property, is prohibited. Workplace violence also includes any verbal or physical conduct that threatens or that reasonably could be interpreted as an intent to cause harm to property or personal safety, even if it does not ultimately lead to harm to property or personal safety. This behavior is a violation of Amazon's Workplace Violence policy and is a Category 1 violation of Amazon's Standards of Conduct. You are expected to be in compliance with the Workplace Harassment policy at all times while working in the Fulfillment Center. Please note that if an associate receives 2 finals or a total of 6 documented counseling write-ups in a rolling 12 months, their employment will end. Continued violation of this policy may result in further corrective action, up to and including termination. We will be delivering a first written warning, effective immediately.

Associate Comments

i promise it will never append again i am sorry

Associate Signature: Acknowledged by Durogene, Jean Robert (BadgeID: 0103551)

Date: December 20, 2019, 1:28:59 AM

Manager Signature: Acknowledged by Boodaghian, Devin Joseph (BadgeID: 0079265)

Date: December 20, 2019, 1:28:59 AM

CONFIDENTIAL**AMZ-BRY000570**

CONFIDENTIAL

Refused to sign by associate on June 08, 2020, 8:30:03 PM - Delivered by Patel,Shail (shailkp)

Supportive Feedback Document Unpaid Personal Time - Notice

**Associate Name:** [REDACTED]**Manager Name:** Patel,Shail (NL4-1830)**Created On:** June 08, 2020, 8:30:03 PM

Summary

We value you as a team member and appreciate the effort you give to ensure we are the Earth's most customer centric company! As an owner, we want you to be successful. You start your employment with a bank of Unpaid Personal Time (UPT), in addition to paid vacation and personal time. Your UPT bank is refreshed with an additional 20 hours each quarter (up to a maximum of 80 hours). This conversation is to make sure you know where you stand with your bank of UPT and the date your bank will be refreshed. This is just a friendly reminder: if your UPT balance is depleted past zero and you have no paid personal time available or other approved leave options, as described in the attendance policy, termination of employment will occur. So, please make sure you track your UPT balance and manage your time. If you have questions or need help, just ask!

Communication History

The following is a summary of your unpaid personal time feedback:

Level	Count	Most Recent
Notice	4	December 19, 2019, 12:00:00 AM

Details of Current Incident/Specific Concerns

We value you as a team member and appreciate the effort you give to ensure we are the Earth's most customer centric company! As an owner, we want you to be successful. You start your employment with a bank of Unpaid Personal Time (UPT), in addition to paid vacation and personal time. Your UPT bank is refreshed with an additional 20 hours each quarter (up to a maximum of 80 hours). This conversation is to make sure you know where you stand with your bank of UPT and the date your bank will be refreshed. Your next 20-hour allotment of UPT will be deposited into your UPT bank on: **July 01, 2020**, Current UPT Balance is **14**, As of: **June 08, 2020**

Associate Comments

Associate Signature: [REDACTED]**Date:** June 08, 2020, 8:30:03 PM**Manager Signature:** Acknowledged by Patel,Shail (BadgeID: 12069882)**Date:** June 08, 2020, 8:30:03 PM

CONFIDENTIAL

AMZ-BRY001801

CONFIDENTIAL

Acknowledged by associate on December 22, 2019, 10:24:07 PM - Delivered by Patel,Shail (shaikp)

Supportive Feedback Document Unpaid Personal Time - Notice

**Associate Name:** [REDACTED]**Manager Name:** Patel,Shail (NL4-1830)**Created On:** December 22, 2019, 10:24:07 PM

Summary

We value you as a team member and appreciate the effort you give to ensure we are the Earth's most customer centric company! As an owner, we want you to be successful. You start your employment with a bank of Unpaid Personal Time (UPT), in addition to paid vacation and personal time. Your UPT bank is refreshed with an additional 20 hours each quarter (up to a maximum of 80 hours). This conversation is to make sure you know where you stand with your bank of UPT and the date your bank will be refreshed. This is just a friendly reminder: if your UPT balance is depleted past zero and you have no paid personal time available or other approved leave options, as described in the attendance policy, termination of employment will occur. So, please make sure you track your UPT balance and manage your time. If you have questions or need help, just ask!

Communication History

The following is a summary of your unpaid personal time feedback:

Level	Count	Most Recent
Notice	3	December 12, 2019, 12:00:00 AM

Details of Current Incident/Specific Concerns

We value you as a team member and appreciate the effort you give to ensure we are the Earth's most customer centric company! As an owner, we want you to be successful. You start your employment with a bank of Unpaid Personal Time (UPT), in addition to paid vacation and personal time. Your UPT bank is refreshed with an additional 20 hours each quarter (up to a maximum of 80 hours). This conversation is to make sure you know where you stand with your bank of UPT and the date your bank will be refreshed. Your next 20-hour allotment of UPT will be deposited into your UPT bank on: **January 01, 2020**, Current UPT Balance is **8**, As of: **December 22, 2019**

Associate Comments

Associate Signature: [REDACTED]**Date:** December 22, 2019, 10:24:07 PM**Manager Signature:** Acknowledged by Patel,Shail (BadgeID: 12069882)**Date:** December 22, 2019, 10:24:07 PM**CONFIDENTIAL****AMZ-BRY001802**

CONFIDENTIAL

Refused to sign by associate on December 12, 2019, 1:08:28 AM - Delivered by Souza,Gary j (garysouz)

Supportive Feedback Document Unpaid Personal Time - Notice

**Associate Name:** [REDACTED]**Manager Name:** Patel,Shail (NL4-1830)**Created On:** December 12, 2019, 1:08:28 AM

Summary

We value you as a team member and appreciate the effort you give to ensure we are the Earth's most customer centric company! As an owner, we want you to be successful. You start your employment with a bank of Unpaid Personal Time (UPT), in addition to paid vacation and personal time. Your UPT bank is refreshed with an additional 20 hours each quarter (up to a maximum of 80 hours). This conversation is to make sure you know where you stand with your bank of UPT and the date your bank will be refreshed. This is just a friendly reminder: if your UPT balance is depleted past zero and you have no paid personal time available or other approved leave options, as described in the attendance policy, termination of employment will occur. So, please make sure you track your UPT balance and manage your time. If you have questions or need help, just ask!

Communication History

The following is a summary of your unpaid personal time feedback:

Level	Count	Most Recent
Notice	2	December 04, 2019, 12:00:00 AM

Details of Current Incident/Specific Concerns

We value you as a team member and appreciate the effort you give to ensure we are the Earth's most customer centric company! As an owner, we want you to be successful. You start your employment with a bank of Unpaid Personal Time (UPT), in addition to paid vacation and personal time. Your UPT bank is refreshed with an additional 20 hours each quarter (up to a maximum of 80 hours). This conversation is to make sure you know where you stand with your bank of UPT and the date your bank will be refreshed. Your next 20-hour allotment of UPT will be deposited into your UPT bank on: **January 01, 2020**, Current UPT Balance is 3, As of: **December 12, 2019**

Associate Comments

Associate Signature: [REDACTED]**Date:** December 12, 2019, 1:08:28 AM**Manager Signature:** Acknowledged by Souza,Gary j (BadgeID: 0001118)**Date:** December 12, 2019, 1:08:28 AM**CONFIDENTIAL****AMZ-BRY001803**

CONFIDENTIAL

Acknowledged by associate on December 04, 2019, 6:53:37 PM - Delivered by Patel,Shail (shailkp)

Supportive Feedback Document Unpaid Personal Time - Notice

**Associate Name:** [REDACTED]**Manager Name:** Patel,Shail (NL4-1830)**Created On:** December 04, 2019, 6:53:37 PM

Summary

We value you as a team member and appreciate the effort you give to ensure we are the Earth's most customer centric company! As an owner, we want you to be successful. You start your employment with a bank of Unpaid Personal Time (UPT), in addition to paid vacation and personal time. Your UPT bank is refreshed with an additional 20 hours each quarter (up to a maximum of 80 hours). This conversation is to make sure you know where you stand with your bank of UPT and the date your bank will be refreshed. This is just a friendly reminder: if your UPT balance is depleted past zero and you have no paid personal time available or other approved leave options, as described in the attendance policy, termination of employment will occur. So, please make sure you track your UPT balance and manage your time. If you have questions or need help, just ask!

Communication History

The following is a summary of your unpaid personal time feedback:

Level	Count	Most Recent
Notice	1	November 28, 2019, 12:00:00 AM

Details of Current Incident/Specific Concerns

We value you as a team member and appreciate the effort you give to ensure we are the Earth's most customer centric company! As an owner, we want you to be successful. You start your employment with a bank of Unpaid Personal Time (UPT), in addition to paid vacation and personal time. Your UPT bank is refreshed with an additional 20 hours each quarter (up to a maximum of 80 hours). This conversation is to make sure you know where you stand with your bank of UPT and the date your bank will be refreshed. Your next 20-hour allotment of UPT will be deposited into your UPT bank on: **January 01, 2020**, Current UPT Balance is **9**, As of: **December 04, 2019**

Associate Comments

Associate Signature: [REDACTED]**Date:** December 04, 2019, 6:53:37 PM**Manager Signature:** Acknowledged by Patel,Shail (BadgeID: 12069882)**Date:** December 04, 2019, 6:53:37 PM**CONFIDENTIAL****AMZ-BRY001804**

CONFIDENTIAL

Acknowledged by associate on November 29, 2019, 5:15:46 AM - Delivered by Patel,Shail (shailkp)

Supportive Feedback Document Unpaid Personal Time - Notice

**Associate Name:** [REDACTED]**Manager Name:** Patel,Shail (NL4-1830)**Created On:** November 29, 2019, 5:15:46 AM

Summary

We value you as a team member and appreciate the effort you give to ensure we are the Earth's most customer centric company! As an owner, we want you to be successful. You start your employment with a bank of Unpaid Personal Time (UPT), in addition to paid vacation and personal time. Your UPT bank is refreshed with an additional 20 hours each quarter (up to a maximum of 80 hours). This conversation is to make sure you know where you stand with your bank of UPT and the date your bank will be refreshed. This is just a friendly reminder; if your UPT balance is depleted past zero and you have no paid personal time available or other approved leave options, as described in the attendance policy, termination of employment will occur. So, please make sure you track your UPT balance and manage your time. If you have questions or need help, just ask!

Communication History

The following is a summary of your unpaid personal time feedback:

Level	Count	Most Recent
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Details of Current Incident/Specific Concerns

We value you as a team member and appreciate the effort you give to ensure we are the Earth's most customer centric company! As an owner, we want you to be successful. You start your employment with a bank of Unpaid Personal Time (UPT), in addition to paid vacation and personal time. Your UPT bank is refreshed with an additional 20 hours each quarter (up to a maximum of 80 hours). This conversation is to make sure you know where you stand with your bank of UPT and the date your bank will be refreshed. Your next 20-hour allotment of UPT will be deposited into your UPT bank on: **January 01, 2020**, Current UPT Balance is **9**, As of: **November 29, 2019**

Associate Comments

Associate Signature: [REDACTED]**Date:** November 29, 2019, 5:15:46 AM**Manager Signature:** Acknowledged by Patel,Shail (BadgeID: 12069882)**Date:** November 29, 2019, 5:15:46 AM**CONFIDENTIAL****AMZ-BRY001805**

CONFIDENTIAL

Acknowledged by associate on June 28, 2020, 8:00:41 PM - Delivered by Davis,Olivia (oliviada)

Supportive Feedback Document Attendance - Termination

**Associate Name:** [REDACTED]**Manager Name:** Patel,Shail (NL4-1830)**Created On:** June 28, 2020, 8:00:41 PM

Summary

Your recent job performance is not meeting Attendance expectations. Meeting performance standards is a critical component of your job. This document provides specific details about your performance and how you are not meeting expectations.

Communication History

The following is a summary of your attendance feedback:

Level	Count	Most Recent
Notice	5	June 04, 2020, 12:00:00 AM

Details of Current Incident/Specific Concerns

Your current UPT balance is -19. You are expected to meet 100% of the attendance performance expectation. We are committed to assisting you in improving your attendance performance, and will assist you in addressing any job related barriers that are impacting your ability to meet attendance performance expectations.

Associate Comments

I acknowledge that I have been informed of my right to appeal this feedback if I meet all eligibility requirements defined by the Appeals Policy, and that I know where to obtain an appeals packet.

Associate Signature [REDACTED]**Date:** June 28, 2020, 8:00:41 PM**Manager Signature:** Acknowledged by Davis,Olivia (BadgeID: 12141036)**Date:** June 28, 2020, 8:00:41 PM**CONFIDENTIAL****AMZ-BRY001806**

CONFIDENTIAL

Refused to sign by associate on June 08, 2020, 8:30:03 PM - Delivered by Patel,Shail (shailkp)

Supportive Feedback Document Unpaid Personal Time - Notice

**Associate Name:** [REDACTED]**Manager Name:** Patel,Shail (NL4-1830)**Created On:** June 08, 2020, 8:30:03 PM

Summary

We value you as a team member and appreciate the effort you give to ensure we are the Earth's most customer centric company! As an owner, we want you to be successful. You start your employment with a bank of Unpaid Personal Time (UPT), in addition to paid vacation and personal time. Your UPT bank is refreshed with an additional 20 hours each quarter (up to a maximum of 80 hours). This conversation is to make sure you know where you stand with your bank of UPT and the date your bank will be refreshed. This is just a friendly reminder: if your UPT balance is depleted past zero and you have no paid personal time available or other approved leave options, as described in the attendance policy, termination of employment will occur. So, please make sure you track your UPT balance and manage your time. If you have questions or need help, just ask!

Communication History

The following is a summary of your unpaid personal time feedback:

Level	Count	Most Recent
Notice	4	December 19, 2019, 12:00:00 AM

Details of Current Incident/Specific Concerns

We value you as a team member and appreciate the effort you give to ensure we are the Earth's most customer centric company! As an owner, we want you to be successful. You start your employment with a bank of Unpaid Personal Time (UPT), in addition to paid vacation and personal time. Your UPT bank is refreshed with an additional 20 hours each quarter (up to a maximum of 80 hours). This conversation is to make sure you know where you stand with your bank of UPT and the date your bank will be refreshed. Your next 20-hour allotment of UPT will be deposited into your UPT bank on: **July 01, 2020**, Current UPT Balance is **14**, As of: **June 08, 2020**

Associate Comments

Associate Signature: [REDACTED]**Date:** June 08, 2020, 8:30:03 PM**Manager Signature:** Acknowledged by Patel,Shail (BadgeID: 12069882)**Date:** June 08, 2020, 8:30:03 PM**CONFIDENTIAL****AMZ-BRY001807**

CONFIDENTIAL

Acknowledged by associate on December 22, 2019, 10:24:07 PM - Delivered by Patel,Shail (shaikp)

Supportive Feedback Document Unpaid Personal Time - Notice

**Associate Name:** [REDACTED]**Manager Name:** Patel,Shail (NL4-1830)**Created On:** December 22, 2019, 10:24:07 PM

Summary

We value you as a team member and appreciate the effort you give to ensure we are the Earth's most customer centric company! As an owner, we want you to be successful. You start your employment with a bank of Unpaid Personal Time (UPT), in addition to paid vacation and personal time. Your UPT bank is refreshed with an additional 20 hours each quarter (up to a maximum of 80 hours). This conversation is to make sure you know where you stand with your bank of UPT and the date your bank will be refreshed. This is just a friendly reminder: if your UPT balance is depleted past zero and you have no paid personal time available or other approved leave options, as described in the attendance policy, termination of employment will occur. So, please make sure you track your UPT balance and manage your time. If you have questions or need help, just ask!

Communication History

The following is a summary of your unpaid personal time feedback:

Level	Count	Most Recent
Notice	3	December 12, 2019, 12:00:00 AM

Details of Current Incident/Specific Concerns

We value you as a team member and appreciate the effort you give to ensure we are the Earth's most customer centric company! As an owner, we want you to be successful. You start your employment with a bank of Unpaid Personal Time (UPT), in addition to paid vacation and personal time. Your UPT bank is refreshed with an additional 20 hours each quarter (up to a maximum of 80 hours). This conversation is to make sure you know where you stand with your bank of UPT and the date your bank will be refreshed. Your next 20-hour allotment of UPT will be deposited into your UPT bank on: **January 01, 2020**, Current UPT Balance is **8**, As of: **December 22, 2019**

Associate Comments

Associate Signature: [REDACTED]**Date:** December 22, 2019, 10:24:07 PM**Manager Signature:** Acknowledged by Patel,Shail (BadgeID: 12069882)**Date:** December 22, 2019, 10:24:07 PM**CONFIDENTIAL****AMZ-BRY001808**

CONFIDENTIAL

Refused to sign by associate on December 12, 2019, 1:08:28 AM - Delivered by Souza,Gary j (garysouz)

Supportive Feedback Document Unpaid Personal Time - Notice

**Associate Name:** [REDACTED]**Manager Name:** Patel,Shail (NL4-1830)**Created On:** December 12, 2019, 1:08:28 AM

Summary

We value you as a team member and appreciate the effort you give to ensure we are the Earth's most customer centric company! As an owner, we want you to be successful. You start your employment with a bank of Unpaid Personal Time (UPT), in addition to paid vacation and personal time. Your UPT bank is refreshed with an additional 20 hours each quarter (up to a maximum of 80 hours). This conversation is to make sure you know where you stand with your bank of UPT and the date your bank will be refreshed. This is just a friendly reminder: if your UPT balance is depleted past zero and you have no paid personal time available or other approved leave options, as described in the attendance policy, termination of employment will occur. So, please make sure you track your UPT balance and manage your time. If you have questions or need help, just ask!

Communication History

The following is a summary of your unpaid personal time feedback:

Level	Count	Most Recent
Notice	2	December 04, 2019, 12:00:00 AM

Details of Current Incident/Specific Concerns

We value you as a team member and appreciate the effort you give to ensure we are the Earth's most customer centric company! As an owner, we want you to be successful. You start your employment with a bank of Unpaid Personal Time (UPT), in addition to paid vacation and personal time. Your UPT bank is refreshed with an additional 20 hours each quarter (up to a maximum of 80 hours). This conversation is to make sure you know where you stand with your bank of UPT and the date your bank will be refreshed. Your next 20-hour allotment of UPT will be deposited into your UPT bank on: **January 01, 2020**, Current UPT Balance is 3, As of: **December 12, 2019**

Associate Comments

Associate Signature: [REDACTED]**Date:** December 12, 2019, 1:08:28 AM**Manager Signature:** Acknowledged by Souza,Gary j (BadgeID: 0001118)**Date:** December 12, 2019, 1:08:28 AM**CONFIDENTIAL****AMZ-BRY001809**

CONFIDENTIAL

Acknowledged by associate on December 04, 2019, 6:53:37 PM - Delivered by Patel,Shail (shailkp)

Supportive Feedback Document Unpaid Personal Time - Notice

**Associate Name:** [REDACTED]**Manager Name:** Patel,Shail (NL4-1830)**Created On:** December 04, 2019, 6:53:37 PM

Summary

We value you as a team member and appreciate the effort you give to ensure we are the Earth's most customer centric company! As an owner, we want you to be successful. You start your employment with a bank of Unpaid Personal Time (UPT), in addition to paid vacation and personal time. Your UPT bank is refreshed with an additional 20 hours each quarter (up to a maximum of 80 hours). This conversation is to make sure you know where you stand with your bank of UPT and the date your bank will be refreshed. This is just a friendly reminder: if your UPT balance is depleted past zero and you have no paid personal time available or other approved leave options, as described in the attendance policy, termination of employment will occur. So, please make sure you track your UPT balance and manage your time. If you have questions or need help, just ask!

Communication History

The following is a summary of your unpaid personal time feedback:

Level	Count	Most Recent
Notice	1	November 28, 2019, 12:00:00 AM

Details of Current Incident/Specific Concerns

We value you as a team member and appreciate the effort you give to ensure we are the Earth's most customer centric company! As an owner, we want you to be successful. You start your employment with a bank of Unpaid Personal Time (UPT), in addition to paid vacation and personal time. Your UPT bank is refreshed with an additional 20 hours each quarter (up to a maximum of 80 hours). This conversation is to make sure you know where you stand with your bank of UPT and the date your bank will be refreshed. Your next 20-hour allotment of UPT will be deposited into your UPT bank on: **January 01, 2020**, Current UPT Balance is **9**, As of: **December 04, 2019**

Associate Comments

Associate Signature: [REDACTED]**Date:** December 04, 2019, 6:53:37 PM**Manager Signature:** Acknowledged by Patel,Shail (BadgeID: 12069882)**Date:** December 04, 2019, 6:53:37 PM**CONFIDENTIAL****AMZ-BRY001810**

CONFIDENTIAL

Acknowledged by associate on November 29, 2019, 5:15:46 AM - Delivered by Patel,Shail (shailkp)

Supportive Feedback Document Unpaid Personal Time - Notice

**Associate Name:** [REDACTED]**Manager Name:** Patel,Shail (NL4-1830)**Created On:** November 29, 2019, 5:15:46 AM

Summary

We value you as a team member and appreciate the effort you give to ensure we are the Earth's most customer centric company! As an owner, we want you to be successful. You start your employment with a bank of Unpaid Personal Time (UPT), in addition to paid vacation and personal time. Your UPT bank is refreshed with an additional 20 hours each quarter (up to a maximum of 80 hours). This conversation is to make sure you know where you stand with your bank of UPT and the date your bank will be refreshed. This is just a friendly reminder; if your UPT balance is depleted past zero and you have no paid personal time available or other approved leave options, as described in the attendance policy, termination of employment will occur. So, please make sure you track your UPT balance and manage your time. If you have questions or need help, just ask!

Communication History

The following is a summary of your unpaid personal time feedback:

Level	Count	Most Recent
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Details of Current Incident/Specific Concerns

We value you as a team member and appreciate the effort you give to ensure we are the Earth's most customer centric company! As an owner, we want you to be successful. You start your employment with a bank of Unpaid Personal Time (UPT), in addition to paid vacation and personal time. Your UPT bank is refreshed with an additional 20 hours each quarter (up to a maximum of 80 hours). This conversation is to make sure you know where you stand with your bank of UPT and the date your bank will be refreshed. Your next 20-hour allotment of UPT will be deposited into your UPT bank on: **January 01, 2020**, Current UPT Balance is **9**, As of: **November 29, 2019**

Associate Comments

Associate Signature: [REDACTED]**Date:** November 29, 2019, 5:15:46 AM**Manager Signature:** Acknowledged by Patel,Shail (BadgeID: 12069882)**Date:** November 29, 2019, 5:15:46 AM**CONFIDENTIAL****AMZ-BRY001811**

CONFIDENTIAL

Acknowledged by associate on June 28, 2020, 8:00:41 PM - Delivered by Davis,Olivia (oliviada)

Supportive Feedback Document Attendance - Termination

**Associate Name:** [REDACTED]**Manager Name:** Patel,Shail (NL4-1830)**Created On:** June 28, 2020, 8:00:41 PM

Summary

Your recent job performance is not meeting Attendance expectations. Meeting performance standards is a critical component of your job. This document provides specific details about your performance and how you are not meeting expectations.

Communication History

The following is a summary of your attendance feedback:

Level	Count	Most Recent
Notice	5	June 04, 2020, 12:00:00 AM

Details of Current Incident/Specific Concerns

Your current UPT balance is -19. You are expected to meet 100% of the attendance performance expectation. We are committed to assisting you in improving your attendance performance, and will assist you in addressing any job related barriers that are impacting your ability to meet attendance performance expectations.

Associate Comments

I acknowledge that I have been informed of my right to appeal this feedback if I meet all eligibility requirements defined by the Appeals Policy, and that I know where to obtain an appeals packet.

Associate Signature: [REDACTED]**Date:** June 28, 2020, 8:00:41 PM**Manager Signature:** Acknowledged by Davis,Olivia (BadgeID: 12141036)**Date:** June 28, 2020, 8:00:41 PM**CONFIDENTIAL****AMZ-BRY001812**

CONFIDENTIAL

Refused to sign by associate on February 17, 2020, 4:34:34 AM - Delivered by Patel,Shail (shailkp)

Supportive Feedback Document Behavioral - Documented Coaching

**Associate Name:** [REDACTED]**Manager Name:** Patel,Shail (NL4-1830)**Created On:** February 17, 2020, 4:34:34 AM

Summary

Your recent job performance is not meeting Behavioral expectations. Meeting performance standards is a critical component of your job. This document provides specific details about your performance and how you are not meeting expectations. In addition, this document describes the steps you and your manager will take to assist you in improving your performance. As a part of this conversation we are interested in understanding what barriers you think need to be removed, or what improvements can be made which would potentially assist you in improving your performance.

Communication History

The following is a summary of your behavioral feedback:

Level	Count	Most Recent
Documented Coaching	2	February 03, 2020, 12:40:11 AM

Details of Current Incident/Specific Concerns

During the week between 02/05/2020 and 02/11/2020, you created 17 pieces of Amnesty while working in ICQA. In order for Amazon to meet our high customer service standards, it is critical for each member of the team to do their part to ensure bins are left in an organized and safe condition. You have a vital role in managing the flow of products to our customers by minimizing unnecessary re-work in process (Amnesty, False Shorts, Problem Solve, etc.)

Areas of Improvement Required by Associate

You are expected to meet 100% of the quality performance expectation. Please note that If an associate receives 2 finals or a total of 6 documented counseling write-ups in a rolling 12 months, their employment will end. We are committed to assisting you in improving your quality performance, and will assist you in addressing any job related barriers that are impacting your ability to meet quality expectations.

Associate Comments

Associate Signature: [REDACTED]**Date:** February 17, 2020, 4:34:34 AM**Manager Signature:** Acknowledged by Patel,Shail (BadgeID: 12069882)**Date:** February 17, 2020, 4:34:34 AM**CONFIDENTIAL****AMZ-BRY001813**

CONFIDENTIAL

Refused to sign by associate on February 05, 2020, 12:48:10 AM - Delivered by Grant, Erica May (graerica)

Supportive Feedback Document Behavioral - Documented Coaching



Associate Name: [REDACTED]
Manager Name: Patel, Shail (NL4-1830)
Created On: February 05, 2020, 12:48:10 AM

Summary

Your recent job performance is not meeting Behavioral expectations. Meeting performance standards is a critical component of your job. This document provides specific details about your performance and how you are not meeting expectations. In addition, this document describes the steps you and your manager will take to assist you in improving your performance. As a part of this conversation we are interested in understanding what barriers you think need to be removed, or what improvements can be made which would potentially assist you in improving your performance.

Communication History

The following is a summary of your behavioral feedback:

Level	Count	Most Recent
Documented Coaching	1	December 05, 2019, 9:16:52 PM

Details of Current Incident/Specific Concerns

On the shift 2/3, you were observed to be in violation of our 15 minute break policy by taking an extended break of 23 minutes during first break. This behavior is in violation of Amazon's Standards of Conduct and Attendance Policy. "Failure to adhere to starting time, quitting time, or break time policies, or "wasting time" and is considered to be a Category 2 violation of the Standards of Conduct. During the STU you stated you didn't know where your station was.

Areas of Improvement Required by Associate

Associate commitment to completing assigned tasks is critical in order to be Earth's most customer-centric company. As owners, we count on you to help achieve this mission. Your customers and teammates count on you to remain on task and complete your assigned job duties. For every scheduled ten hour shift, Amazon provides two 15 minute breaks, a 30 minute lunch period, two meetings at the start of shift and after lunch, and account for travel time between work areas. However, failure to adhere to start times, quitting times, or break time policies, as well as wasting time, will be addressed through performance management using coaching or corrective actions. This is a violation of the Amazon Standards of Conduct policy. It is important for you to understand that meeting task standards is a critical component of your job. Please note that If an associate receives 2 finals or a total of 6 documented counseling write-ups in a rolling 12 months, their employment will end. Further Standard of Conduct violations may result in corrective action, up to and including termination.

Associate Comments

Associate Signature: [REDACTED]**Date:** February 05, 2020, 12:48:10 AM**Manager Signature:** Acknowledged by Grant, Erica May (BadgelD: 0026933)**Date:** February 05, 2020, 12:48:10 AM**CONFIDENTIAL****AMZ-BRY001814**

CONFIDENTIAL

Acknowledged by associate on December 06, 2019, 2:10:11 AM - Delivered by Patel,Shail (shailkp)

Supportive Feedback Document Behavioral - Documented Coaching



Associate Name: [REDACTED]
Manager Name: Patel,Shail (NL4-1830)
Created On: December 06, 2019, 2:10:11 AM

Summary

Your recent job performance is not meeting Behavioral expectations. Meeting performance standards is a critical component of your job. This document provides specific details about your performance and how you are not meeting expectations. In addition, this document describes the steps you and your manager will take to assist you in improving your performance. As a part of this conversation we are interested in understanding what barriers you think need to be removed, or what improvements can be made which would potentially assist you in improving your performance.

Communication History

The following is a summary of your behavioral feedback:

Level	Count	Most Recent
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Details of Current Incident/Specific Concerns

The following feedback pertains to Amazon's Security policy. On 12/4/2019 at 10:38pm, you failed the screening process by carrying an unregistered asset through the security checkpoint. It is against Amazon's Security policy for Associates to have unregistered electronic devices in working areas (on the fulfillment center floor, in restrooms, or other work areas). Electronic devices may be used during lunch and breaks in a non-working area such as a break room or outside the facility.

Areas of Improvement Required by Associate

You are expected to be in compliance with Amazon's Security policy at all times while working in the Fulfillment Center. Please note that If an associate receives 2 finals or a total of 6 documented counseling write-ups in a rolling 12 months, their employment will end. Continued violation of this policy may result in further corrective action, up to and including termination.

Associate Comments

AA mentioned that he brought the phone by mistake twice and he is trying to get use to the habit of putting inside the locker and keeping an eye on ti

Associate Signature: [REDACTED]

Date: December 06, 2019, 2:10:11 AM

Manager Signature: Acknowledged by Patel,Shail (BadgeID: 12069882)

Date: December 06, 2019, 2:10:11 AM

CONFIDENTIAL**AMZ-BRY001815**

CONFIDENTIAL

Acknowledged by associate on March 22, 2020, 7:12:06 PM - Delivered by Patel,Shail (shailkp)

Supportive Feedback Document Behavioral - Final Written

**Associate Name:** [REDACTED]**Manager Name:** Patel,Shail (NL4-1830)**Created On:** March 22, 2020, 7:12:06 PM

Summary

Your recent job performance is not meeting Behavioral expectations. Meeting performance standards is a critical component of your job. This document provides specific details about your performance and how you are not meeting expectations. In addition, this document describes the steps you and your manager will take to assist you in improving your performance. As a part of this conversation we are interested in understanding what barriers you think need to be removed, or what improvements can be made which would potentially assist you in improving your performance.

Communication History

The following is a summary of your behavioral feedback:

Level	Count	Most Recent
Documented Coaching	3	February 13, 2020, 1:08:40 PM

Details of Current Incident/Specific Concerns

On 03/18/2020 shift you were observed yelling at your manager Shail because you were frustrated that people where not moving out of the lanes you were also observed running (not walking) with a cart. During the interaction with Shail you yelled to Shail that you will just run these fuckin people over. You were frustrated that Shail was not seeing your point of view so you went down to HR and started yelling at Abdullah about the situation. During a seek to understand you stated you stopped the cart mid-stream because you wanted to talk to Shail and said "how can I get people to move out of my fucking way." "I think these people just want me to run them the fuck over." they don't want to fuckin move". You said you ware calling out your maneuvers 60 ft before I had to make the maneuver and people were still in my way. Associates are expected to treat each other, contractors, customers, and visitors with courtesy and professionalism. All associates, regardless of position, are responsible for ensuring that our workplace is free from offensive behavior and harassment. Examples of this behavior can be identified as conduct that includes any verbal or physical conduct that has the purpose or effect of creating an offensive, hostile, or intimidating work environment that interferes with an individual's ability to perform the job. On (inset incident details) these behaviors are in violation of Amazon's Code of Conduct and are a Category 2 violation of Amazon's Standards of Conduct.

Areas of Improvement Required by Associate

Amazon is committed to providing a work environment that promotes the health, safety, and productivity of its associates. Associates are expected to treat each other, contractors, customers, and visitors with courtesy and professionalism. Amazon will not tolerate any conduct whether physical or verbal that does or can be interpreted as creating an offensive, hostile, or intimidating work environment. You are expected to be in compliance with the Amazons Standards of Conduct policy at all times while working in the Fulfillment Center. Immediate improvement is expected. Please note that If an associate receives 2 finals or a total of 6 documented counseling write-ups in a rolling 12 months, their employment will end. Continued violation of this policy may result in further corrective action, up to and including termination.

Associate Comments

I acknowledge that I have been informed of my right to appeal this feedback if I meet all eligibility requirements defined by the Appeals Policy, and that I know where to obtain an appeals packet.

Associate Signature: [REDACTED]**Date:** March 22, 2020, 7:12:06 PM**Manager Signature:** Acknowledged by Patel,Shail (BadgeID: 12069882)**Date:** March 22, 2020, 7:12:06 PM**CONFIDENTIAL****AMZ-BRY001816**

CONFIDENTIAL

Refused to sign by associate on February 17, 2020, 4:34:34 AM - Delivered by Patel,Shail (shailkp)

Supportive Feedback Document Behavioral - Documented Coaching

**Associate Name:** [REDACTED]**Manager Name:** Patel,Shail (NL4-1830)**Created On:** February 17, 2020, 4:34:34 AM

Summary

Your recent job performance is not meeting Behavioral expectations. Meeting performance standards is a critical component of your job. This document provides specific details about your performance and how you are not meeting expectations. In addition, this document describes the steps you and your manager will take to assist you in improving your performance. As a part of this conversation we are interested in understanding what barriers you think need to be removed, or what improvements can be made which would potentially assist you in improving your performance.

Communication History

The following is a summary of your behavioral feedback:

Level	Count	Most Recent
Documented Coaching	2	February 03, 2020, 12:40:11 AM

Details of Current Incident/Specific Concerns

During the week between 02/05/2020 and 02/11/2020, you created 17 pieces of Amnesty while working in ICQA. In order for Amazon to meet our high customer service standards, it is critical for each member of the team to do their part to ensure bins are left in an organized and safe condition. You have a vital role in managing the flow of products to our customers by minimizing unnecessary re-work in process (Amnesty, False Shorts, Problem Solve, etc.)

Areas of Improvement Required by Associate

You are expected to meet 100% of the quality performance expectation. Please note that If an associate receives 2 finals or a total of 6 documented counseling write-ups in a rolling 12 months, their employment will end. We are committed to assisting you in improving your quality performance, and will assist you in addressing any job related barriers that are impacting your ability to meet quality expectations.

Associate Comments

Associate Signature: [REDACTED]**Date:** February 17, 2020, 4:34:34 AM**Manager Signature:** Acknowledged by Patel,Shail (BadgeID: 12069882)**Date:** February 17, 2020, 4:34:34 AM**CONFIDENTIAL****AMZ-BRY001817**

CONFIDENTIAL

Refused to sign by associate on February 05, 2020, 12:48:10 AM - Delivered by Grant, Erica May (graerica)

Supportive Feedback Document Behavioral - Documented Coaching



Associate Name: [REDACTED]
Manager Name: Patel, Shail (NL4-1830)
Created On: February 05, 2020, 12:48:10 AM

Summary

Your recent job performance is not meeting Behavioral expectations. Meeting performance standards is a critical component of your job. This document provides specific details about your performance and how you are not meeting expectations. In addition, this document describes the steps you and your manager will take to assist you in improving your performance. As a part of this conversation we are interested in understanding what barriers you think need to be removed, or what improvements can be made which would potentially assist you in improving your performance.

Communication History

The following is a summary of your behavioral feedback:

Level	Count	Most Recent
Documented Coaching	1	December 05, 2019, 9:16:52 PM

Details of Current Incident/Specific Concerns

On the shift 2/3, you were observed to be in violation of our 15 minute break policy by taking an extended break of 23 minutes during first break. This behavior is in violation of Amazon's Standards of Conduct and Attendance Policy. "Failure to adhere to starting time, quitting time, or break time policies, or "wasting time" and is considered to be a Category 2 violation of the Standards of Conduct. During the STU you stated you didn't know where your station was.

Areas of Improvement Required by Associate

Associate commitment to completing assigned tasks is critical in order to be Earth's most customer-centric company. As owners, we count on you to help achieve this mission. Your customers and teammates count on you to remain on task and complete your assigned job duties. For every scheduled ten hour shift, Amazon provides two 15 minute breaks, a 30 minute lunch period, two meetings at the start of shift and after lunch, and account for travel time between work areas. However, failure to adhere to start times, quitting times, or break time policies, as well as wasting time, will be addressed through performance management using coaching or corrective actions. This is a violation of the Amazon Standards of Conduct policy. It is important for you to understand that meeting task standards is a critical component of your job. Please note that If an associate receives 2 finals or a total of 6 documented counseling write-ups in a rolling 12 months, their employment will end. Further Standard of Conduct violations may result in corrective action, up to and including termination.

Associate Comments

Associate Signature: [REDACTED]**Date:** February 05, 2020, 12:48:10 AM**Manager Signature:** Acknowledged by Grant, Erica May (BadgelD: 0026933)**Date:** February 05, 2020, 12:48:10 AM**CONFIDENTIAL****AMZ-BRY001818**

CONFIDENTIAL

Acknowledged by associate on December 06, 2019, 2:10:11 AM - Delivered by Patel,Shail (shailkp)

Supportive Feedback Document Behavioral - Documented Coaching

amazon.com

Associate Name: [REDACTED]
Manager Name: Patel,Shail (NL4-1830)
Created On: December 06, 2019, 2:10:11 AM

Summary

Your recent job performance is not meeting Behavioral expectations. Meeting performance standards is a critical component of your job. This document provides specific details about your performance and how you are not meeting expectations. In addition, this document describes the steps you and your manager will take to assist you in improving your performance. As a part of this conversation we are interested in understanding what barriers you think need to be removed, or what improvements can be made which would potentially assist you in improving your performance.

Communication History

The following is a summary of your behavioral feedback:

Level	Count	Most Recent
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Details of Current Incident/Specific Concerns

The following feedback pertains to Amazon's Security policy. On 12/4/2019 at 10:38pm, you failed the screening process by carrying an unregistered asset through the security checkpoint. It is against Amazon's Security policy for Associates to have unregistered electronic devices in working areas (on the fulfillment center floor, in restrooms, or other work areas). Electronic devices may be used during lunch and breaks in a non-working area such as a break room or outside the facility.

Areas of Improvement Required by Associate

You are expected to be in compliance with Amazon's Security policy at all times while working in the Fulfillment Center. Please note that If an associate receives 2 finals or a total of 6 documented counseling write-ups in a rolling 12 months, their employment will end. Continued violation of this policy may result in further corrective action, up to and including termination.

Associate Comments

AA mentioned that he brought the phone by mistake twice and he is trying to get use to the habit of putting inside the locker and keeping an eye on ti

Associate Signature: [REDACTED]

Date: December 06, 2019, 2:10:11 AM

Manager Signature: Acknowledged by Patel,Shail (BadgeID: 12069882)

Date: December 06, 2019, 2:10:11 AM

CONFIDENTIAL

AMZ-BRY001819

CONFIDENTIAL

Acknowledged by associate on March 22, 2020, 7:12:06 PM - Delivered by Patel,Shail (shailkp)

Supportive Feedback Document Behavioral - Final Written

**Associate Name:** [REDACTED]**Manager Name:** Patel,Shail (NL4-1830)**Created On:** March 22, 2020, 7:12:06 PM

Summary

Your recent job performance is not meeting Behavioral expectations. Meeting performance standards is a critical component of your job. This document provides specific details about your performance and how you are not meeting expectations. In addition, this document describes the steps you and your manager will take to assist you in improving your performance. As a part of this conversation we are interested in understanding what barriers you think need to be removed, or what improvements can be made which would potentially assist you in improving your performance.

Communication History

The following is a summary of your behavioral feedback:

Level	Count	Most Recent
Documented Coaching	3	February 13, 2020, 1:08:40 PM

Details of Current Incident/Specific Concerns

On 03/18/2020 shift you were observed yelling at your manager Shail because you were frustrated that people where not moving out of the lanes you were also observed running (not walking) with a cart. During the interaction with Shail you yelled to Shail that you will just run these fuckin people over. You were frustrated that Shail was not seeing your point of view so you went down to HR and started yelling at Abdullah about the situation. During a seek to understand you stated you stopped the cart mid-stream because you wanted to talk to Shail and said "how can I get people to move out of my fucking way." "I think these people just want me to run them the fuck over." they don't want to fuckin move". You said you ware calling out your maneuvers 60 ft before I had to make the maneuver and people were still in my way. Associates are expected to treat each other, contractors, customers, and visitors with courtesy and professionalism. All associates, regardless of position, are responsible for ensuring that our workplace is free from offensive behavior and harassment. Examples of this behavior can be identified as conduct that includes any verbal or physical conduct that has the purpose or effect of creating an offensive, hostile, or intimidating work environment that interferes with an individual's ability to perform the job. On (inset incident details) these behaviors are in violation of Amazon's Code of Conduct and are a Category 2 violation of Amazon's Standards of Conduct.

Areas of Improvement Required by Associate

Amazon is committed to providing a work environment that promotes the health, safety, and productivity of its associates. Associates are expected to treat each other, contractors, customers, and visitors with courtesy and professionalism. Amazon will not tolerate any conduct whether physical or verbal that does or can be interpreted as creating an offensive, hostile, or intimidating work environment. You are expected to be in compliance with the Amazons Standards of Conduct policy at all times while working in the Fulfillment Center. Immediate improvement is expected. Please note that If an associate receives 2 finals or a total of 6 documented counseling write-ups in a rolling 12 months, their employment will end. Continued violation of this policy may result in further corrective action, up to and including termination.

Associate Comments

I acknowledge that I have been informed of my right to appeal this feedback if I meet all eligibility requirements defined by the Appeals Policy, and that I know where to obtain an appeals packet.

Associate Signature: [REDACTED]**Date:** March 22, 2020, 7:12:06 PM**Manager Signature:** Acknowledged by Patel,Shail (BadgeID: 12069882)**Date:** March 22, 2020, 7:12:06 PM**CONFIDENTIAL****AMZ-BRY001820**

CONFIDENTIAL

Acknowledged by associate on January 21, 2020, 1:06:33 AM - Delivered by Patel,Shail (shailkp)

Supportive Feedback Document Productivity - Second Written



Associate Name: [REDACTED]

Manager Name: Patel,Shail (NL4-1830)

Created On: January 21, 2020, 1:06:33 AM

Summary

Your recent job performance is not meeting Productivity expectations. Meeting performance standards is a critical component of your job. This document provides specific details about your performance and how you are not meeting expectations. In addition, this document describes the steps you and your manager will take to assist you in improving your performance. As a part of this conversation we are interested in understanding what barriers you think need to be removed, or what improvements can be made which would potentially assist you in improving your performance.

Communication History

The following is a summary of your productivity feedback:

Level	Count	Most Recent
First Written	1	January 08, 2020

Details of Current Incident/Specific Concerns

Process	Function	LC	Hours	Units	UPH	Target	% to Goal	% to Curve
Ship Dock	Dock Palletize PackagePalletized Total Package	Level 5	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]

Performance Trend

Below is a summary of your past Productivity performance.

Period Start	Unit Count	Hours Worked	UPH	% to Goal	% to Peers	Exempted
January 08, 2020, 5:00:00 AM	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
January 01, 2020, 5:00:00 AM	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
December 25, 2019, 5:00:00 AM	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
December 18, 2019, 5:00:00 AM	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
December 11, 2019, 5:00:00 AM	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
December 04, 2019, 5:00:00 AM	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]

Areas of Improvement Required by Associate

We are committed to helping you improve your overall productivity performance and will assist in addressing any job related barriers impacting your ability to meet expectations based on your willingness to improve. Currently, you aren't meeting expectations per the Quality and Productivity Performance Policy. If performance continues to not meet expectation, further corrective action and/or termination may occur. In addition, if an associate receives a total of 6 written warnings in a rolling 12 months, their employment will end. Please reach out to your manager for additional training or resources.

Associate Comments

Associate Signature: [REDACTED]

Date: January 21, 2020, 1:06:33 AM

Manager Signature: Acknowledged by Patel,Shail (BadgeID: 12069882)

Date: January 21, 2020, 1:06:33 AM

CONFIDENTIAL

AMZ-BRY001821

CONFIDENTIAL

Acknowledged by associate on January 13, 2020, 7:18:56 PM - Delivered by Patel,Shail (shailkp)

Supportive Feedback Document Productivity - First Written



Associate Name: [REDACTED]

Manager Name: Patel,Shail (NL4-1830)

Created On: January 13, 2020, 7:18:56 PM

Summary

Your recent job performance is not meeting Productivity expectations. Meeting performance standards is a critical component of your job. This document provides specific details about your performance and how you are not meeting expectations. In addition, this document describes the steps you and your manager will take to assist you in improving your performance. As a part of this conversation we are interested in understanding what barriers you think need to be removed, or what improvements can be made which would potentially assist you in improving your performance.

Communication History

The following is a summary of your productivity feedback:

Level	Count	Most Recent
-------	-------	-------------

Details of Current Incident/Specific Concerns

Process	Function	LC	Hours	Units	UPH	Target	% to Goal	% to Curve
Ship Dock	Dock Palletize PackagePalletized Total Package	Level 5	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]

Performance Trend

Below is a summary of your past Productivity performance.

Period Start	Unit Count	Hours Worked	UPH	% to Goal	% to Peers	Exempted
January 01, 2020, 5:00:00 AM	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
December 25, 2019, 5:00:00 AM	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
December 18, 2019, 5:00:00 AM	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
December 11, 2019, 5:00:00 AM	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
December 04, 2019, 5:00:00 AM	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
November 27, 2019, 5:00:00 AM	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]

Areas of Improvement Required by Associate

We are committed to helping you improve your overall productivity performance and will assist in addressing any job related barriers impacting your ability to meet expectations based on your willingness to improve. Currently, you aren't meeting expectations per the Quality and Productivity Performance Policy. If performance continues to not meet expectation, further corrective action and/or termination may occur. In addition, if an associate receives a total of 6 written warnings in a rolling 12 months, their employment will end. Please reach out to your manager for additional training or resources.

Associate Comments

Associate Signature: [REDACTED]

Date: January 13, 2020, 7:18:56 PM

Manager Signature: Acknowledged by Patel,Shail (BadgeID: 12069882)

Date: January 13, 2020, 7:18:56 PM

CONFIDENTIAL

AMZ-BRY001822

CONFIDENTIAL

Refused to sign by associate on March 02, 2020, 5:13:46 AM - Delivered by Patel,Shail (shailkp)

Supportive Feedback Document Productivity - Final Written



Associate Name: [REDACTED]

Manager Name: Patel,Shail (NL4-1830)

Created On: March 02, 2020, 5:13:46 AM

Summary

Your recent job performance is not meeting Productivity expectations. Meeting performance standards is a critical component of your job. This document provides specific details about your performance and how you are not meeting expectations. In addition, this document describes the steps you and your manager will take to assist you in improving your performance. As a part of this conversation we are interested in understanding what barriers you think need to be removed, or what improvements can be made which would potentially assist you in improving your performance.

Communication History

The following is a summary of your productivity feedback:

Level	Count	Most Recent
Second Written	1	January 15, 2020
First Written	1	January 08, 2020

Details of Current Incident/Specific Concerns

Process	Function	LC	Hours	Units	UPH	Target	% to Goal	% to Curve
Ship Dock	Dock Palletize PackagePalletized Total Package	Level 5	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]

Performance Trend

Below is a summary of your past Productivity performance.

Period Start	Unit Count	Hours Worked	UPH	% to Goal	% to Peers	Exempted
February 19, 2020, 5:00:00 AM	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
February 12, 2020, 5:00:00 AM	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
February 05, 2020, 5:00:00 AM	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
January 29, 2020, 5:00:00 AM	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
January 22, 2020, 5:00:00 AM	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
January 15, 2020, 5:00:00 AM	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]

Areas of Improvement Required by Associate

We are committed to helping you improve your overall productivity performance and will assist in addressing any job related barriers impacting your ability to meet expectations based on your willingness to improve. Currently, you aren't meeting expectations per the Quality and Productivity Performance Policy. If performance continues to not meet expectation, further corrective action and/or termination may occur. In addition, if an associate receives a total of 6 written warnings in a rolling 12 months, their employment will end. Please reach out to your manager for additional training or resources.

Associate Comments

I acknowledge that I have been informed of my right to appeal this feedback if I meet all eligibility requirements defined by the Appeals Policy, and that I know where to obtain an appeals packet.

AA want to apply for Appeal Process

Associate Signature: [REDACTED]

Date: March 02, 2020, 5:13:46 AM

Manager Signature: Acknowledged by Patel,Shail (BadgeID: 12069882)

Date: March 02, 2020, 5:13:46 AM

CONFIDENTIAL

AMZ-BRY001823

CONFIDENTIAL

Acknowledged by associate on January 21, 2020, 1:06:33 AM - Delivered by Patel,Shail (shailkp)

Supportive Feedback Document Productivity - Second Written



Associate Name: [REDACTED]

Manager Name: Patel,Shail (NL4-1830)

Created On: January 21, 2020, 1:06:33 AM

Summary

Your recent job performance is not meeting Productivity expectations. Meeting performance standards is a critical component of your job. This document provides specific details about your performance and how you are not meeting expectations. In addition, this document describes the steps you and your manager will take to assist you in improving your performance. As a part of this conversation we are interested in understanding what barriers you think need to be removed, or what improvements can be made which would potentially assist you in improving your performance.

Communication History

The following is a summary of your productivity feedback:

Level	Count	Most Recent
First Written	1	January 08, 2020

Details of Current Incident/Specific Concerns

Process	Function	LC	Hours	Units	UPH	Target	% to Goal	% to Curve
Ship Dock	Dock Palletize PackagePalletized Total Package	Level 5	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]

Performance Trend

Below is a summary of your past Productivity performance.

Period Start	Unit Count	Hours Worked	UPH	% to Goal	% to Peers	Exempted
January 08, 2020, 5:00:00 AM	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
January 01, 2020, 5:00:00 AM	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
December 25, 2019, 5:00:00 AM	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
December 18, 2019, 5:00:00 AM	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
December 11, 2019, 5:00:00 AM	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
December 04, 2019, 5:00:00 AM	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]

Areas of Improvement Required by Associate

We are committed to helping you improve your overall productivity performance and will assist in addressing any job related barriers impacting your ability to meet expectations based on your willingness to improve. Currently, you aren't meeting expectations per the Quality and Productivity Performance Policy. If performance continues to not meet expectation, further corrective action and/or termination may occur. In addition, if an associate receives a total of 6 written warnings in a rolling 12 months, their employment will end. Please reach out to your manager for additional training or resources.

Associate Comments

Associate Signature: [REDACTED]

Date: January 21, 2020, 1:06:33 AM

Manager Signature: Acknowledged by Patel,Shail (BadgeID: 12069882)

Date: January 21, 2020, 1:06:33 AM

CONFIDENTIAL

AMZ-BRY001825

CONFIDENTIAL

Acknowledged by associate on January 13, 2020, 7:18:56 PM - Delivered by Patel,Shail (shailkp)

Supportive Feedback Document Productivity - First Written



Associate Name: [REDACTED]

Manager Name: Patel,Shail (NL4-1830)

Created On: January 13, 2020, 7:18:56 PM

Summary

Your recent job performance is not meeting Productivity expectations. Meeting performance standards is a critical component of your job. This document provides specific details about your performance and how you are not meeting expectations. In addition, this document describes the steps you and your manager will take to assist you in improving your performance. As a part of this conversation we are interested in understanding what barriers you think need to be removed, or what improvements can be made which would potentially assist you in improving your performance.

Communication History

The following is a summary of your productivity feedback:

Level	Count	Most Recent
-------	-------	-------------

Details of Current Incident/Specific Concerns

Process	Function	LC	Hours	Units	UPH	Target	% to Goal	% to Curve
Ship Dock	Dock Palletize PackagePalletized Total Package	Level 5	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]9

Performance Trend

Below is a summary of your past Productivity performance.

Period Start	Unit Count	Hours Worked	UPH	% to Goal	% to Peers	Exempted
January 01, 2020, 5:00:00 AM	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
December 25, 2019, 5:00:00 AM	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
December 18, 2019, 5:00:00 AM	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
December 11, 2019, 5:00:00 AM	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
December 04, 2019, 5:00:00 AM	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
November 27, 2019, 5:00:00 AM	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]

Areas of Improvement Required by Associate

We are committed to helping you improve your overall productivity performance and will assist in addressing any job related barriers impacting your ability to meet expectations based on your willingness to improve. Currently, you aren't meeting expectations per the Quality and Productivity Performance Policy. If performance continues to not meet expectation, further corrective action and/or termination may occur. In addition, if an associate receives a total of 6 written warnings in a rolling 12 months, their employment will end. Please reach out to your manager for additional training or resources.

Associate Comments

Associate Signature: [REDACTED]

Date: January 13, 2020, 7:18:56 PM

Manager Signature: Acknowledged by Patel,Shail (BadgeID: 12069882)

Date: January 13, 2020, 7:18:56 PM

CONFIDENTIAL

AMZ-BRY001826

CONFIDENTIAL

Refused to sign by associate on March 02, 2020, 5:13:46 AM - Delivered by Patel,Shail (shailkp)

Supportive Feedback Document Productivity - Final Written



Associate Name: [REDACTED]
Manager Name: Patel,Shail (NL4-1830)
Created On: March 02, 2020, 5:13:46 AM

Summary

Your recent job performance is not meeting Productivity expectations. Meeting performance standards is a critical component of your job. This document provides specific details about your performance and how you are not meeting expectations. In addition, this document describes the steps you and your manager will take to assist you in improving your performance. As a part of this conversation we are interested in understanding what barriers you think need to be removed, or what improvements can be made which would potentially assist you in improving your performance.

Communication History

The following is a summary of your productivity feedback:

Level	Count	Most Recent
Second Written	1	January 15, 2020
First Written	1	January 08, 2020

Details of Current Incident/Specific Concerns

Process	Function	LC	Hours	Units	UPH	Target	% to Goal	% to Curve
Ship Dock	Dock Palletize PackagePalletized Total Package	Level 5	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]

Performance Trend

Below is a summary of your past Productivity performance.

Period Start	Unit Count	Hours Worked	UPH	% to Goal	% to Peers	Exempted
February 19, 2020, 5:00:00 AM	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
February 12, 2020, 5:00:00 AM	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
February 05, 2020, 5:00:00 AM	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
January 29, 2020, 5:00:00 AM	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
January 22, 2020, 5:00:00 AM	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
January 15, 2020, 5:00:00 AM	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]

Areas of Improvement Required by Associate

We are committed to helping you improve your overall productivity performance and will assist in addressing any job related barriers impacting your ability to meet expectations based on your willingness to improve. Currently, you aren't meeting expectations per the Quality and Productivity Performance Policy. If performance continues to not meet expectation, further corrective action and/or termination may occur. In addition, if an associate receives a total of 6 written warnings in a rolling 12 months, their employment will end. Please reach out to your manager for additional training or resources.

Associate Comments

I acknowledge that I have been informed of my right to appeal this feedback if I meet all eligibility requirements defined by the Appeals Policy, and that I know where to obtain an appeals packet.

AA want to apply for Appeal Process

Associate Signature: [REDACTED]

Date: March 02, 2020, 5:13:46 AM

Manager Signature: Acknowledged by Patel,Shail (BadgeID: 12069882)

Date: March 02, 2020, 5:13:46 AM

CONFIDENTIAL**AMZ-BRY001827**

CONFIDENTIAL

Acknowledged by associate on February 09, 2020, 9:08:24 PM - Delivered by Patel,Shail (shailkp)

Supportive Feedback Document Quality - Documented Coaching



Associate Name: [REDACTED]

Manager Name: Patel,Shail (NL4-1830)

Created On: February 09, 2020, 9:08:24 PM

Summary

Your recent job performance is not meeting Quality expectations. Meeting performance standards is a critical component of your job. This document provides specific details about your performance and how you are not meeting expectations. In addition, this document describes the steps you and your manager will take to assist you in improving your performance. As a part of this conversation we are interested in understanding what barriers you think need to be removed, or what improvements can be made which would potentially assist you in improving your performance.

Communication History

The following is a summary of your quality feedback:

Level	Count	Most Recent
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Details of Current Incident/Specific Concerns * Expected DPMO is per error family and not per error type

Error Family	Error Type	Errors Discovered	Units Processed	Expected DPMO*	Minimum Units	Is Excluded
ICQA	Inaccurate Count	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]

Error Listing * Up to 20 most recent errors shown

Date	Error Family	Error Type	Details
February 02, 2020, 11:42:49 PM	ICQA	Inaccurate Count	[REDACTED]
February 02, 2020, 10:52:54 PM	ICQA	Inaccurate Count	[REDACTED]
February 02, 2020, 9:57:20 PM	ICQA	Inaccurate Count	[REDACTED]
February 02, 2020, 2:01:55 AM	ICQA	Inaccurate Count	[REDACTED]
February 01, 2020, 8:59:49 PM	ICQA	Inaccurate Count	[REDACTED]
			[REDACTED]

CONFIDENTIAL

AMZ-BRY001829

CONFIDENTIAL

February 01, 2020, 7:32:36 PM	ICQA	Inaccurate Count	[REDACTED]
January 29, 2020, 4:46:12 AM	ICQA	Inaccurate Count	[REDACTED]
January 29, 2020, 2:05:15 AM	ICQA	Inaccurate Count	[REDACTED]
January 29, 2020, 1:05:11 AM	ICQA	Inaccurate Count	[REDACTED]
January 28, 2020, 9:49:17 PM	ICQA	Inaccurate Count	[REDACTED]
January 28, 2020, 4:03:52 AM	ICQA	Inaccurate Count	[REDACTED]
January 28, 2020, 3:31:26 AM	ICQA	Inaccurate Count	[REDACTED]
January 27, 2020, 10:35:17 PM	ICQA	Inaccurate Count	[REDACTED]

Performance Trend

Below is a summary of your past Quality performance.

Period Start	Unit Processed	Errors Discovered	DPMO	Performance %	Exempted
January 29, 2020	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
January 22, 2020	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]

Areas of Improvement Required by Associate

You are expected to meet 100% of the quality performance expectation. Please note that If an associate receives a 2nd final or a total of 6 documented counseling write-ups in a rolling 12 months, their employment will end. We are committed to assisting you in improving your quality performance, and will assist you in addressing any job related barriers that are impacting your ability to meet quality expectations.

Associate Comments**CONFIDENTIAL****AMZ-BRY001830**

CONFIDENTIAL

Associate Signature: [REDACTED]

Date: February 09, 2020, 9:08:24 PM

Manager Signature: Acknowledged by Patel, Shail (BadgeID: 12069882)

Date: February 09, 2020, 9:08:24 PM

CONFIDENTIAL

AMZ-BRY001831

CONFIDENTIAL

Acknowledged by associate on February 09, 2020, 9:08:24 PM - Delivered by Patel,Shail (shailkp)

Supportive Feedback Document Quality - Documented Coaching



Associate Name: [REDACTED]

Manager Name: Patel,Shail (NL4-1830)

Created On: February 09, 2020, 9:08:24 PM

Summary

Your recent job performance is not meeting Quality expectations. Meeting performance standards is a critical component of your job. This document provides specific details about your performance and how you are not meeting expectations. In addition, this document describes the steps you and your manager will take to assist you in improving your performance. As a part of this conversation we are interested in understanding what barriers you think need to be removed, or what improvements can be made which would potentially assist you in improving your performance.

Communication History

The following is a summary of your quality feedback:

Level	Count	Most Recent
-------	-------	-------------

Details of Current Incident/Specific Concerns * Expected DPMO is per error family and not per error type

Error Family	Error Type	Errors Discovered	Units Processed	Expected DPMO*	Minimum Units	Is Excluded
ICQA	Inaccurate Count	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]

Error Listing * Up to 20 most recent errors shown

Date	Error Family	Error Type	Details
February 02, 2020, 11:42:49 PM	ICQA	Inaccurate Count	[REDACTED]
February 02, 2020, 10:52:54 PM	ICQA	Inaccurate Count	[REDACTED]
February 02, 2020, 9:57:20 PM	ICQA	Inaccurate Count	[REDACTED]
February 02, 2020, 2:01:55 AM	ICQA	Inaccurate Count	[REDACTED]
February 01, 2020, 8:59:49 PM	ICQA	Inaccurate Count	[REDACTED]
			[REDACTED]

CONFIDENTIAL

AMZ-BRY001832

CONFIDENTIAL

February 01, 2020, 7:32:36 PM	ICQA	Inaccurate Count	[REDACTED]
January 29, 2020, 4:46:12 AM	ICQA	Inaccurate Count	[REDACTED]
January 29, 2020, 2:05:15 AM	ICQA	Inaccurate Count	[REDACTED]
January 29, 2020, 1:05:11 AM	ICQA	Inaccurate Count	[REDACTED]
January 28, 2020, 9:49:17 PM	ICQA	Inaccurate Count	[REDACTED]
January 28, 2020, 4:03:52 AM	ICQA	Inaccurate Count	[REDACTED]
January 28, 2020, 3:31:26 AM	ICQA	Inaccurate Count	[REDACTED]
January 27, 2020, 10:35:17 PM	ICQA	Inaccurate Count	[REDACTED]

Performance Trend

Below is a summary of your past Quality performance.

Period Start	Unit Processed	Errors Discovered	DPMO	Performance %	Exempted
January 29, 2020	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
January 22, 2020	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]

Areas of Improvement Required by Associate

You are expected to meet 100% of the quality performance expectation. Please note that If an associate receives a 2nd final or a total of 6 documented counseling write-ups in a rolling 12 months, their employment will end. We are committed to assisting you in improving your quality performance, and will assist you in addressing any job related barriers that are impacting your ability to meet quality expectations.

Associate Comments**CONFIDENTIAL****AMZ-BRY001833**

CONFIDENTIAL

Associate Signature: [REDACTED]

Date: February 09, 2020, 9:08:24 PM

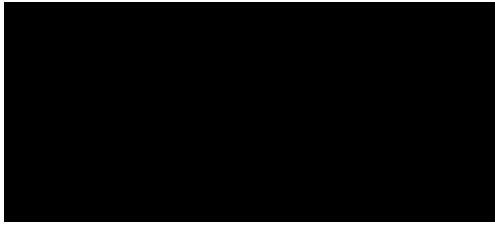
Manager Signature: Acknowledged by Patel, Shail (BadgeID: 12069882)

Date: February 09, 2020, 9:08:24 PM

CONFIDENTIAL

AMZ-BRY001834

CONFIDENTIAL



This letter confirms that the date of involuntary termination of your employment with Amazon.com Services LLC is June 29, 2020.

You have executed a Confidentiality and Invention Assignment Agreement with the Company. You are reminded that certain provisions of the agreement survive the termination of your employment with the Company and remain in full force and effect. Your agreement is available for review in the MyDocs portal for 90 calendar days after the end of your employment.

We wish you the best in your future endeavors.

Sincerely,
Amazon Human Resources



CONFIDENTIAL



AMZ-BRY001835

CONFIDENTIAL



This letter confirms that the date of involuntary termination of your employment with Amazon.com Services LLC is June 29, 2020.

You have executed a Confidentiality and Invention Assignment Agreement with the Company. You are reminded that certain provisions of the agreement survive the termination of your employment with the Company and remain in full force and effect. Your agreement is available for review in the MyDocs portal for 90 calendar days after the end of your employment.

We wish you the best in your future endeavors.

Sincerely,
Amazon Human Resources



CONFIDENTIAL



AMZ-BRY001836

Acknowledged by associate on January 28, 2018, 7:22:46 PM - Delivered by Wilson,Emma (emmwils)

Supportive Feedback Document Productivity - Documented Positive



Associate Name: [REDACTED]
Manager Name: San Martino, Delaney (NA5-1830)
Created On: January 28, 2018, 7:22:46 PM

Summary

Your recent job performance has met or exceeded Productivity expectations. Your manager and Amazon.com would like to take a moment to recognize your performance and thank you for your hard work.

Communication History

The following is a summary of your productivity feedback:

Level	Count	Most Recent
Documented Positive	3	January 17, 2018

Details of Current Incident/Specific Concerns

Process	Function	LC	Hours	Units	UPH	Expected	% to Goal	% to Curve	Was Borrowed
Pack Singles	Scan Verify ItemPacked Medium EACH	Level 5	[REDACTED]						
Pack Singles	Scan Verify ItemPacked Small EACH	Level 5	[REDACTED]						

Performance Trend

Below is a summary of your past Productivity performance.

Period Start	Unit Count	Hours Worked	UPH	% to Goal	% to Curve	Exempted
January 17, 2018, 5:00:00 AM	[REDACTED]					
January 10, 2018, 5:00:00 AM	[REDACTED]					
January 03, 2018, 5:00:00 AM	[REDACTED]					
December 27, 2017, 5:00:00 AM	[REDACTED]					
December 20, 2017, 5:00:00 AM	[REDACTED]					
December 13, 2017, 5:00:00 AM	[REDACTED]					

Associate Comments

Associate Signature: [REDACTED]

Date: January 28, 2018, 7:22:46 PM

Manager Signature: Acknowledged by Wilson,Emma (BadgeID: 12371848)

Date: January 28, 2018, 7:22:46 PM

CONFIDENTIAL

Acknowledged by associate on January 22, 2018, 1:00:42 AM - Delivered by San Martino, Delaney (madelane)

Supportive Feedback Document Productivity - Documented Positive

**Associate Name:** [REDACTED]**Manager Name:** San Martino, Delaney (NA5-1830)**Created On:** January 22, 2018, 1:00:42 AM

Summary

Your recent job performance has met or exceeded Productivity expectations. Your manager and Amazon.com would like to take a moment to recognize your performance and thank you for your hard work.

Communication History

The following is a summary of your productivity feedback:

Level	Count	Most Recent
Documented Positive	2	January 10, 2018

Details of Current Incident/Specific Concerns

Process	Function	LC	Hours	Units	UPH	Expected	% to Goal	% to Curve	Was Borrowed
Pack Singles	Scan Verify ItemPacked Medium EACH	Level 5	[REDACTED]						
Pack Singles	Scan Verify ItemPacked Small EACH	Level 5	[REDACTED]						

Performance Trend

Below is a summary of your past Productivity performance.

Period Start	Unit Count	Hours Worked	UPH	% to Goal	% to Curve	Exempted
January 10, 2018, 5:00:00 AM	[REDACTED]					
January 03, 2018, 5:00:00 AM	[REDACTED]					
December 27, 2017, 5:00:00 AM	[REDACTED]					
December 20, 2017, 5:00:00 AM	[REDACTED]					
December 13, 2017, 5:00:00 AM	[REDACTED]					
December 06, 2017, 5:00:00 AM	[REDACTED]					

Associate Comments

Associate Signature: [REDACTED]**Date:** January 22, 2018, 1:00:42 AM**Manager Signature:** Acknowledged by San Martino, Delaney (BadgeID: 11364877)**Date:** January 22, 2018, 1:00:42 AM**CONFIDENTIAL****AMZ-BRY001598**

CONFIDENTIAL

Acknowledged by associate on January 15, 2018, 3:03:48 AM - Delivered by San Martino, Delaney (madelane)

Supportive Feedback Document Productivity - Documented Positive

**Associate Name:** [REDACTED]**Manager Name:** San Martino, Delaney (NA5-1830)**Created On:** January 15, 2018, 3:03:48 AM

Summary

Your recent job performance has met or exceeded Productivity expectations. Your manager and Amazon.com would like to take a moment to recognize your performance and thank you for your hard work.

Communication History

The following is a summary of your productivity feedback:

Level	Count	Most Recent
Documented Positive	2	March 22, 2017

Details of Current Incident/Specific Concerns

Process	Function	LC	Hours	Units	UPH	Expected	% to Goal	% to Curve	Was Borrowed
Pack Singles	Scan Verify ItemPacked Medium EACH	Level 5	[REDACTED]						
Pack Singles	Scan Verify ItemPacked Small EACH	Level 5	[REDACTED]						

Performance Trend

Below is a summary of your past Productivity performance.

Period Start	Unit Count	Hours Worked	UPH	% to Goal	% to Curve	Exempted
January 03, 2018, 5:00:00 AM	[REDACTED]					
December 27, 2017, 5:00:00 AM	[REDACTED]					
December 20, 2017, 5:00:00 AM	[REDACTED]					
December 13, 2017, 5:00:00 AM	[REDACTED]					
December 06, 2017, 5:00:00 AM	[REDACTED]					
November 29, 2017, 5:00:00 AM	[REDACTED]					

Associate Comments

Associate Signature: [REDACTED]**Date:** January 15, 2018, 3:03:48 AM**Manager Signature:** Acknowledged by San Martino, Delaney (BadgeID: 11364877)**Date:** January 15, 2018, 3:03:48 AM**CONFIDENTIAL****AMZ-BRY001599**

CONFIDENTIAL

Acknowledged by associate on March 27, 2017, 10:11:30 PM - Delivered by Babatunde,Oluwakonyinsola Alexander (oluwakob)

Supportive Feedback Document Productivity - Documented Positive

**Associate Name:** [REDACTED]**Manager Name:** Babatunde,Oluwakonyinsola Alexander (NA5-1830)**Created On:** March 27, 2017, 10:11:31 PM

Summary

Your recent job performance has met or exceeded Productivity expectations. Your manager and Amazon.com would like to take a moment to recognize your performance and thank you for your hard work.

Communication History

The following is a summary of your productivity feedback:

Level	Count	Most Recent
Documented Positive	13	January 11, 2017

Details of Current Incident/Specific Concerns

Process	Function	LC	Hours	Units	UPH	Expected	% to Goal	% to Curve	Was Borrowed
Pack Singles	Scan Verify ItemPacked Total EACH	Level 5	[REDACTED]						

Performance Trend

Below is a summary of your past Productivity performance.

Period Start	Unit Count	Hours Worked	UPH	% to Goal	% to Curve	Exempted
March 15, 2017, 5:00:00 AM	[REDACTED]					
March 08, 2017, 5:00:00 AM	[REDACTED]					
March 01, 2017, 5:00:00 AM	[REDACTED]					
February 22, 2017, 5:00:00 AM	[REDACTED]					
February 15, 2017, 5:00:00 AM	[REDACTED]					
February 08, 2017, 5:00:00 AM	[REDACTED]					

Associate Comments

Associate Signature: [REDACTED]**Date:** March 27, 2017, 10:11:30 PM**Manager Signature:** Acknowledged by Babatunde,Oluwakonyinsola Alexander (BadgeID: 11364900)**Date:** March 27, 2017, 10:11:30 PM**CONFIDENTIAL****AMZ-BRY001600**

CONFIDENTIAL

Acknowledged by associate on January 16, 2017, 7:22:39 PM - Delivered by Zhang,Tianwei (tianweiz)

Supportive Feedback Document Productivity - Documented Positive



Associate Name: [REDACTED]
Manager Name: Zhang,Tianwei (NA5-1830)
Created On: January 16, 2017, 7:22:39 PM

Summary

Your recent job performance has met or exceeded Productivity expectations. Your manager and Amazon.com would like to take a moment to recognize your performance and thank you for your hard work.

Communication History

The following is a summary of your productivity feedback:

Level	Count	Most Recent
Documented Positive	12	November 09, 2016

Details of Current Incident/Specific Concerns

Process	Function	LC	Hours	Units	UPH	Expected	% to Goal	% to Curve	Was Borrowed
Pack Singles	Scan Verify ItemPacked Total EACH	Level 5							

Performance Trend

Below is a summary of your past Productivity performance.

Period Start	Unit Count	Hours Worked	UPH	% to Goal	% to Curve	Exempted
January 04, 2017, 5:00:00 AM						
December 28, 2016, 5:00:00 AM						
December 21, 2016, 5:00:00 AM						
December 14, 2016, 5:00:00 AM						
December 07, 2016, 5:00:00 AM						
November 30, 2016, 5:00:00 AM						

Associate Comments

Associate Signature: [REDACTED]

Date: January 16, 2017, 7:22:39 PM

Manager Signature: Acknowledged by Zhang,Tianwei (BadgelD: 11349537)

Date: January 16, 2017, 7:22:39 PM

CONFIDENTIAL**AMZ-BRY001601**

CONFIDENTIAL

Acknowledged by associate on January 10, 2017, 1:01:31 AM - Delivered by Babatunde,Oluwakonyinsola Alexander (oluwakob)

Supportive Feedback Document Productivity - Documented Positive

amazon.com

Associate Name: [REDACTED]
Manager Name: Zhang,Tianwei (NA5-1830)
Created On: January 10, 2017, 1:01:31 AM

Summary

Your recent job performance has met or exceeded Productivity expectations. Your manager and Amazon.com would like to take a moment to recognize your performance and thank you for your hard work.

Communication History

The following is a summary of your productivity feedback:

Level	Count	Most Recent
Documented Positive	11	October 05, 2016

Details of Current Incident/Specific Concerns

Process	Function	LC	Hours	Units	UPH	Expected	% to Goal	% to Curve	Was Borrowed
Pack Singles	Scan Verify ItemPacked Total EACH	Level 5	[REDACTED]						

Performance Trend

Below is a summary of your past Productivity performance.

Period Start	Unit Count	Hours Worked	UPH	% to Goal	% to Curve	Exempted
November 02, 2016, 5:00:00 AM	[REDACTED]					
October 26, 2016, 5:00:00 AM	[REDACTED]					
October 19, 2016, 5:00:00 AM	[REDACTED]					
October 12, 2016, 5:00:00 AM	[REDACTED]					
October 05, 2016, 5:00:00 AM	[REDACTED]					
September 28, 2016, 5:00:00 AM	[REDACTED]					

Associate Comments

Associate Signature: [REDACTED]

Date: January 10, 2017, 1:01:31 AM

Manager Signature: Acknowledged by Babatunde,Oluwakonyinsola Alexander (BadgeID: 11364900)

Date: January 10, 2017, 1:01:31 AM

CONFIDENTIAL**AMZ-BRY001602**

CONFIDENTIAL

Acknowledged by associate on Oct 9, 2016 11:03:42 PM - Delivered by Babatunde,Oluwakonyinsola Alexander (oluwakob)

Supportive Feedback Document Productivity - Documented Positive

**Associate Name:** [REDACTED]**Manager Name:** Wilmington,Stephen A. (NA5-1830)**Created On:** Oct 9, 2016 11:03:43 PM

Summary

Your recent job performance has met or exceeded Productivity expectations. Your manager and Amazon.com would like to take a moment to recognize your performance and thank you for your hard work.

Communication History

Below is a summary of your Productivity communications

Level	Count	Most Recent
Documented Positive	10	Sep 14, 2016

Details of Current Incident/Specific Concerns

Process	Function	LC	Hours	Units	UPH	Expected	% to Goal	% to Curve	Was Borrowed
Pack Singles	Scan Verify ItemPacked Total EACH	Level 5	[REDACTED]						

Performance Trend

Below is a summary of your past Productivity performance.

Period Start	Unit Count	Hours Worked	UPH	% to Goal	% to Curve	Exempted
Sep 28, 2016 5:00:00 AM	[REDACTED]					
Sep 21, 2016 5:00:00 AM	[REDACTED]					
Sep 14, 2016 5:00:00 AM	[REDACTED]					
Sep 7, 2016 5:00:00 AM	[REDACTED]					
Aug 31, 2016 5:00:00 AM	[REDACTED]					
Aug 24, 2016 5:00:00 AM	[REDACTED]					

Associate Comments

Associate Signature: [REDACTED]**Date:** Oct 9, 2016 11:03:42 PM**Manager Signature:** Acknowledged by Babatunde,Oluwakonyinsola Alexander (BadgeID: 11364900)**Date:** Oct 9, 2016 11:03:42 PM**CONFIDENTIAL****AMZ-BRY001603**

CONFIDENTIAL

Acknowledged by associate on Sep 21, 2016 4:44:38 AM - Delivered by Wilmington,Stephen A. (wilmington)

Supportive Feedback Document Productivity - Documented Positive

amazon.com

Associate Name: [REDACTED]

Manager Name: Wilmington,Stephen A. (NA5-1830)

Created On: Sep 21, 2016 4:44:38 AM

Summary

Your recent job performance has met or exceeded Productivity expectations. Your manager and Amazon.com would like to take a moment to recognize your performance and thank you for your hard work.

Communication History

Below is a summary of your Productivity communications

Level	Count	Most Recent
Documented Positive	9	Sep 7, 2016

Details of Current Incident/Specific Concerns

Process	Function	LC	Hours	Units	UPH	Expected	% to Goal	% to Curve	Was Borrowed
Pack Singles	Scan Verify ItemPacked Total EACH	Level 5	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]

Performance Trend

Below is a summary of your past Productivity performance.

Period Start	Unit Count	Hours Worked	UPH	% to Goal	% to Curve	Exempted
Sep 7, 2016 5:00:00 AM	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
Aug 31, 2016 5:00:00 AM	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
Aug 24, 2016 5:00:00 AM	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
Aug 17, 2016 5:00:00 AM	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
Aug 10, 2016 5:00:00 AM	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
Aug 3, 2016 5:00:00 AM	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]

Associate Comments

Associate Signature: [REDACTED]

Date: Sep 21, 2016 4:44:38 AM

Manager Signature: Acknowledged by Wilmington,Stephen A. (BadgeID: 11353920)

Date: Sep 21, 2016 4:44:38 AM

CONFIDENTIAL**AMZ-BRY001604**

CONFIDENTIAL

Acknowledged by associate on Sep 7, 2016 10:35:17 PM - Delivered by McRavion, Beth Ann (mcravion)

Supportive Feedback Document Productivity - Documented Positive

**Associate Name:** [REDACTED]**Manager Name:** Wilmington, Stephen A. (NA5-1830)**Created On:** Sep 7, 2016 10:35:17 PM

Summary

Your recent job performance has met or exceeded Productivity expectations. Your manager and Amazon.com would like to take a moment to recognize your performance and thank you for your hard work.

Communication History

Below is a summary of your Productivity communications

Level	Count	Most Recent
Documented Positive	8	Aug 31, 2016

Details of Current Incident/Specific Concerns

Process	Function	LC	Hours	Units	UPH	Expected	% to Goal	% to Curve	Was Borrowed
Pack Singles	Scan Verify ItemPacked Total EACH	Level 5							

Performance Trend

Below is a summary of your past Productivity performance.

Period Start	Unit Count	Hours Worked	UPH	% to Goal	% to Curve	Exempted
Aug 31, 2016 5:00:00 AM						
Aug 24, 2016 5:00:00 AM						
Aug 17, 2016 5:00:00 AM						
Aug 10, 2016 5:00:00 AM						
Aug 3, 2016 5:00:00 AM						
Jul 27, 2016 5:00:00 AM						

Associate Comments

Associate Signature: [REDACTED]**Date:** Sep 7, 2016 10:35:17 PM**Manager Signature:** Acknowledged by McRavion, Beth Ann (BadgeID: 11364964)**Date:** Sep 7, 2016 10:35:17 PM**CONFIDENTIAL****AMZ-BRY001605**

CONFIDENTIAL

Acknowledged by associate on Sep 1, 2016 2:52:08 AM - Delivered by McRavion,Beth Ann (mcravion)

Supportive Feedback Document Productivity - Documented Positive

amazon.com

Associate Name: [REDACTED]

Manager Name: Wilmington,Stephen A. (NA5-1830)

Created On: Sep 1, 2016 2:52:08 AM

Summary

Your recent job performance has met or exceeded Productivity expectations. Your manager and Amazon.com would like to take a moment to recognize your performance and thank you for your hard work.

Communication History

Below is a summary of your Productivity communications

Level	Count	Most Recent
Documented Positive	7	Aug 24, 2016

Details of Current Incident/Specific Concerns

Process	Function	LC	Hours	Units	UPH	Expected	% to Goal	% to Curve	Was Borrowed
Pack Singles	Scan Verify ItemPacked Total EACH	Level 5	[REDACTED]						

Performance Trend

Below is a summary of your past Productivity performance.

Period Start	Unit Count	Hours Worked	UPH	% to Goal	% to Curve	Exempted
Aug 24, 2016 5:00:00 AM	[REDACTED]					
Aug 17, 2016 5:00:00 AM	[REDACTED]					
Aug 10, 2016 5:00:00 AM	[REDACTED]					
Aug 3, 2016 5:00:00 AM	[REDACTED]					
Jul 27, 2016 5:00:00 AM	[REDACTED]					
Jul 20, 2016 5:00:00 AM	[REDACTED]					

Associate Comments

Associate Signature: [REDACTED]

Date: Sep 1, 2016 2:52:08 AM

Manager Signature: Acknowledged by McRavion,Beth Ann (BadgeID: 11364964)

Date: Sep 1, 2016 2:52:08 AM

CONFIDENTIAL**AMZ-BRY001606**

CONFIDENTIAL

Acknowledged by associate on Aug 28, 2016 8:45:37 PM - Delivered by Wilmington,Stephen A. (wilmington)

Supportive Feedback Document Productivity - Documented Positive

**Associate Name:** [REDACTED]**Manager Name:** Wilmington,Stephen A. (NA5-1830)**Created On:** Aug 28, 2016 8:45:37 PM

Summary

Your recent job performance has met or exceeded Productivity expectations. Your manager and Amazon.com would like to take a moment to recognize your performance and thank you for your hard work.

Communication History

Below is a summary of your Productivity communications

Level	Count	Most Recent
Documented Positive	6	Aug 10, 2016

Details of Current Incident/Specific Concerns

Process	Function	LC	Hours	Units	UPH	Expected	% to Goal	% to Curve	Was Borrowed
Pack Singles	Scan Verify ItemPacked Total EACH	Level 5	[REDACTED]						

Performance Trend

Below is a summary of your past Productivity performance.

Period Start	Unit Count	Hours Worked	UPH	% to Goal	% to Curve	Exempted
Aug 17, 2016 5:00:00 AM	[REDACTED]					
Aug 10, 2016 5:00:00 AM	[REDACTED]					
Aug 3, 2016 5:00:00 AM	[REDACTED]					
Jul 27, 2016 5:00:00 AM	[REDACTED]					
Jul 20, 2016 5:00:00 AM	[REDACTED]					
Jul 13, 2016 5:00:00 AM	[REDACTED]					

Associate Comments

Associate Signature: [REDACTED]**Date:** Aug 28, 2016 8:45:37 PM**Manager Signature:** Acknowledged by Wilmington,Stephen A. (BadgeID: 11353920)**Date:** Aug 28, 2016 8:45:37 PM**CONFIDENTIAL****AMZ-BRY001607**

CONFIDENTIAL

Acknowledged by associate on Aug 16, 2016 1:40:41 AM - Delivered by Wilmington,Stephen A. (wilmington)

Supportive Feedback Document Productivity - Documented Positive

amazon.com

Associate Name: [REDACTED]

Manager Name: Wilmington,Stephen A. (NA5-1830)

Created On: Aug 16, 2016 1:40:41 AM

Summary

Your recent job performance has met or exceeded Productivity expectations. Your manager and Amazon.com would like to take a moment to recognize your performance and thank you for your hard work.

Communication History

Below is a summary of your Productivity communications

Level	Count	Most Recent
Documented Positive	5	Aug 3, 2016

Details of Current Incident/Specific Concerns

Process	Function	LC	Hours	Units	UPH	Expected	% to Goal	% to Curve	Was Borrowed
Pack Singles	Scan Verify ItemPacked Total EACH	Level 4	[REDACTED]						
Pack Singles	Scan Verify ItemPacked Total EACH	Level 5							
Pack Singles	Scan Verify Small ItemPacked Total EACH	Level 4							

Performance Trend

Below is a summary of your past Productivity performance.

Period Start	Unit Count	Hours Worked	UPH	% to Goal	% to Curve	Exempted
Aug 3, 2016 5:00:00 AM	[REDACTED]					
Jul 27, 2016 5:00:00 AM						
Jul 20, 2016 5:00:00 AM						
Jul 13, 2016 5:00:00 AM						
Jul 6, 2016 5:00:00 AM						
Jun 29, 2016 5:00:00 AM						

Associate Comments

Associate Signature: [REDACTED]

Date: Aug 16, 2016 1:40:41 AM

Manager Signature: Acknowledged by Wilmington,Stephen A. (BadgeID: 11353920)

Date: Aug 16, 2016 1:40:41 AM

CONFIDENTIAL**AMZ-BRY001608**

CONFIDENTIAL

Acknowledged by associate on Aug 7, 2016 10:49:41 PM - Delivered by Babatunde,Oluwakonyinsola Alexander (oluwakob)

Supportive Feedback Document Productivity - Documented Positive

**Associate Name:** [REDACTED]**Manager Name:** Wilmington,Stephen A. (NA5-1830)**Created On:** Aug 7, 2016 10:49:41 PM

Summary

Your recent job performance has met or exceeded Productivity expectations. Your manager and Amazon.com would like to take a moment to recognize your performance and thank you for your hard work.

Communication History

Below is a summary of your Productivity communications

Level	Count	Most Recent
Documented Positive	4	Jul 27, 2016

Details of Current Incident/Specific Concerns

Process	Function	LC	Hours	Units	UPH	Expected	% to Goal	% to Curve	Was Borrowed
Pack Singles	Scan Verify ItemPacked Total EACH	Level 4	[REDACTED]						

Performance Trend

Below is a summary of your past Productivity performance.

Period Start	Unit Count	Hours Worked	UPH	% to Goal	% to Curve	Exempted
Jul 27, 2016 5:00:00 AM	[REDACTED]					
Jul 20, 2016 5:00:00 AM	[REDACTED]					
Jul 13, 2016 5:00:00 AM	[REDACTED]					
Jul 6, 2016 5:00:00 AM	[REDACTED]					
Jun 29, 2016 5:00:00 AM	[REDACTED]					
Jun 22, 2016 5:00:00 AM	[REDACTED]					

Associate Comments

Associate Signature: [REDACTED]**Date:** Aug 7, 2016 10:49:41 PM**Manager Signature:** Acknowledged by Babatunde,Oluwakonyinsola Alexander (BadgeID: 11364900)**Date:** Aug 7, 2016 10:49:41 PM**CONFIDENTIAL****AMZ-BRY001609**

CONFIDENTIAL

Acknowledged by associate on Aug 2, 2016 1:30:36 AM - Delivered by Wilmington,Stephen A. (wilmington)

Supportive Feedback Document Productivity - Documented Positive



Associate Name: [REDACTED]
Manager Name: Bushner, Jacob P (NA5-1830)
Created On: Aug 2, 2016 1:30:36 AM

Summary

Your recent job performance has met or exceeded Productivity expectations. Your manager and Amazon.com would like to take a moment to recognize your performance and thank you for your hard work.

Communication History

Below is a summary of your Productivity communications

Level	Count	Most Recent
Documented Positive	1	Jul 6, 2016

Details of Current Incident/Specific Concerns

Process	Function	LC	Hours	Units	UPH	Expected	% to Goal	% to Curve	Was Borrowed
Pack Singles	Scan Verify ItemPacked Total EACH	Level 4	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]

Performance Trend

Below is a summary of your past Productivity performance.

Period Start	Unit Count	Hours Worked	UPH	% to Goal	% to Curve	Exempted
Jul 20, 2016 5:00:00 AM	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
Jul 13, 2016 5:00:00 AM	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
Jul 6, 2016 5:00:00 AM	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
Jun 29, 2016 5:00:00 AM	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
Jun 22, 2016 5:00:00 AM	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
Jun 15, 2016 5:00:00 AM	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]

Associate Comments

Associate Signature: [REDACTED]

Date: Aug 2, 2016 1:30:36 AM

Manager Signature: Acknowledged by Wilmington,Stephen A. (BadgeID: 11353920)

Date: Aug 2, 2016 1:30:36 AM

CONFIDENTIAL**AMZ-BRY001610**

CONFIDENTIAL

Acknowledged by associate on Aug 2, 2016 1:30:50 AM - Delivered by Wilmington,Stephen A. (wilmington)

Supportive Feedback Document Productivity - Documented Positive



Associate Name: [REDACTED]
Manager Name: Bushner, Jacob P (NA5-1830)
Created On: Aug 2, 2016 1:30:50 AM

Summary

Your recent job performance has met or exceeded Productivity expectations. Your manager and Amazon.com would like to take a moment to recognize your performance and thank you for your hard work.

Communication History

Below is a summary of your Productivity communications

Level	Count	Most Recent
Documented Positive	1	Jul 6, 2016

Details of Current Incident/Specific Concerns

Process	Function	LC	Hours	Units	UPH	Expected	% to Goal	% to Curve	Was Borrowed
Pack Singles	Scan Verify ItemPacked Total EACH	Level 3	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]

Performance Trend

Below is a summary of your past Productivity performance.

Period Start	Unit Count	Hours Worked	UPH	% to Goal	% to Curve	Exempted
Jul 13, 2016 5:00:00 AM	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
Jul 6, 2016 5:00:00 AM	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
Jun 29, 2016 5:00:00 AM	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
Jun 22, 2016 5:00:00 AM	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
Jun 15, 2016 5:00:00 AM	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
Jun 8, 2016 5:00:00 AM	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]

Associate Comments

Associate Signature: [REDACTED]

Date: Aug 2, 2016 1:30:50 AM

Manager Signature: Acknowledged by Wilmington,Stephen A. (BadgeID: 11353920)

Date: Aug 2, 2016 1:30:50 AM

CONFIDENTIAL**AMZ-BRY001611**

CONFIDENTIAL

Acknowledged by associate on Aug 2, 2016 1:30:23 AM - Delivered by Wilmington,Stephen A. (wilmington)

Supportive Feedback Document Productivity - Documented Positive



Associate Name: [REDACTED]
Manager Name: Bushner, Jacob P (NA5-1830)
Created On: Aug 2, 2016 1:30:23 AM

Summary

Your recent job performance has met or exceeded Productivity expectations. Your manager and Amazon.com would like to take a moment to recognize your performance and thank you for your hard work.

Communication History

Below is a summary of your Productivity communications

Level	Count	Most Recent
Documented Positive	1	Jul 6, 2016

Details of Current Incident/Specific Concerns

Process	Function	LC	Hours	Units	UPH	Expected	% to Goal	% to Curve	Was Borrowed
Pack Singles	Scan Verify ItemPacked Total EACH	Level 2	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
Pack Singles	Scan Verify ItemPacked Total EACH	Level 3	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]

Performance Trend

Below is a summary of your past Productivity performance.

Period Start	Unit Count	Hours Worked	UPH	% to Goal	% to Curve	Exempted
Jul 6, 2016 5:00:00 AM	[REDACTED]					
Jun 29, 2016 5:00:00 AM						
Jun 22, 2016 5:00:00 AM						
Jun 15, 2016 5:00:00 AM						
Jun 8, 2016 5:00:00 AM						
Jun 1, 2016 5:00:00 AM						

Associate Comments

Associate Signature: [REDACTED]

Date: Aug 2, 2016 1:30:23 AM

Manager Signature: Acknowledged by Wilmington,Stephen A. (BadgeID: 11353920)

Date: Aug 2, 2016 1:30:23 AM

CONFIDENTIAL**AMZ-BRY001612**

CONFIDENTIAL

Acknowledged by associate on Jul 6, 2016 8:25:11 PM - Delivered by McRavion,Beth Ann (mcravion)

Supportive Feedback Document Productivity - Documented Positive

**Associate Name:** [REDACTED]**Manager Name:** Wilmington,Stephen A. (NA5-1830)**Created On:** Jul 6, 2016 8:25:11 PM

Summary

Your recent job performance has met or exceeded Productivity expectations. Your manager and Amazon.com would like to take a moment to recognize your performance and thank you for your hard work.

Communication History

Below is a summary of your Productivity communications

Level	Count	Most Recent
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Details of Current Incident/Specific Concerns

Process	Function	LC	Hours	Units	UPH	Expected	% to Goal	% to Curve	Was Borrowed
Pack Singles	Scan Verify ItemPacked Total EACH	Level 1	[REDACTED]						
Pack Singles	Scan Verify ItemPacked Total EACH	Level 2	[REDACTED]						

Performance Trend

Below is a summary of your past Productivity performance.

Period Start	Unit Count	Hours Worked	UPH	% to Goal	% to Curve	Exempted
Jun 29, 2016 5:00:00 AM	[REDACTED]					
Jun 22, 2016 5:00:00 AM	[REDACTED]					
Jun 15, 2016 5:00:00 AM	[REDACTED]					
Jun 8, 2016 5:00:00 AM	[REDACTED]					
Jun 1, 2016 5:00:00 AM	[REDACTED]					
May 25, 2016 5:00:00 AM	[REDACTED]					

Associate Comments

Associate Signature: [REDACTED]**Date:** Jul 6, 2016 8:25:11 PM**Manager Signature:** Acknowledged by McRavion,Beth Ann (BadgeID: 11364964)**Date:** Jul 6, 2016 8:25:11 PM**CONFIDENTIAL****AMZ-BRY001613**

CONFIDENTIAL

Acknowledged by associate on July 23, 2018, 5:03:52 AM - Delivered by Wilson,Emma (emmwils)

Supportive Feedback Document Productivity - Documented Positive



Associate Name: [REDACTED]
Manager Name: Wilson,Emma (NA5-1830)
Created On: July 23, 2018, 5:03:52 AM

Summary

Your recent job performance has met or exceeded Productivity expectations. Your manager and Amazon.com would like to take a moment to recognize your performance and thank you for your hard work.

Communication History

The following is a summary of your productivity feedback:

Level	Count	Most Recent
Documented Positive	5	June 20, 2018

Details of Current Incident/Specific Concerns

Process	Function	LC	Hours	Units	UPH	Expected	% to Goal	% to Curve	Was Borrowed
Pack Singles	Scan Verify ItemPacked Medium EACH	Level 5	[REDACTED]						
Pack Singles	Scan Verify ItemPacked Small EACH	Level 5	[REDACTED]						

Performance Trend

Below is a summary of your past Productivity performance.

Period Start	Unit Count	Hours Worked	UPH	% to Goal	% to Curve	Exempted
July 11, 2018, 5:00:00 AM	[REDACTED]					
July 04, 2018, 5:00:00 AM	[REDACTED]					
June 27, 2018, 5:00:00 AM	[REDACTED]					
June 20, 2018, 5:00:00 AM	[REDACTED]					
June 13, 2018, 5:00:00 AM	[REDACTED]					
June 06, 2018, 5:00:00 AM	[REDACTED]					

Associate Comments

Associate Signature: [REDACTED]

Date: July 23, 2018, 5:03:52 AM

Manager Signature: Acknowledged by Wilson,Emma (BadgeID: 12371848)

Date: July 23, 2018, 5:03:52 AM

CONFIDENTIAL**AMZ-BRY001614**

CONFIDENTIAL

Refused to sign by associate on January 22, 2020, 9:18:07 PM - Delivered by Li,Anthony (linthon)

Supportive Feedback Document Behavioral - Final Written



Associate Name: [REDACTED]
Manager Name: Li,Anthony (NA5-1830)
Created On: January 22, 2020, 9:18:07 PM

Summary

Your recent job performance is not meeting Behavioral expectations. Meeting performance standards is a critical component of your job. This document provides specific details about your performance and how you are not meeting expectations. In addition, this document describes the steps you and your manager will take to assist you in improving your performance. As a part of this conversation we are interested in understanding what barriers you think need to be removed, or what improvements can be made which would potentially assist you in improving your performance.

Communication History

The following is a summary of your behavioral feedback:

Level	Count	Most Recent
Documented Coaching	2	October 24, 2019, 10:22:22 AM

Details of Current Incident/Specific Concerns

Associates are expected to treat each other, contractors, customers, and visitors with courtesy and professionalism. All associates, regardless of position, are responsible for ensuring that our workplace is free from offensive behavior and harassment. Examples of this behavior can be identified as conduct that includes any verbal or physical conduct that has the purpose or effect of creating an offensive, hostile, or intimidating work environment that interferes with an individual's ability to perform the job. On 01/14/20, you were observed screaming at an associate. The associate confirmed, you were screaming at her to the point that she had to tell you "you can speak to me like a person". Soon after you went to one of your managers and said "You need to go get that skinny little bitch" and "That skinny little bitch thinks she can walk away from me, I will talk to her however I want." The manager stated you were so agitated and frustrated that he needed to tell you to calm down several times. These behaviors are in violation of Amazon's Code of Conduct and are a Category 2 violation of Amazon's Standards of Conduct.

Areas of Improvement Required by Associate

Amazon is committed to providing a work environment that promotes the health, safety, and productivity of its associates. Associates are expected to treat each other, contractors, customers, and visitors with courtesy and professionalism. Amazon will not tolerate any conduct whether physical or verbal that does or can be interpreted as creating an offensive, hostile, or intimidating work environment. You are expected to be in compliance with the Amazon's Standards of Conduct policy at all times while working in the Fulfillment Center. Please note that if an associate receives 2 finals or a total of 6 documented counseling write-ups in a rolling 12 months, their employment will end. Immediate improvement is expected.

Associate Comments

I acknowledge that I have been informed of my right to appeal this feedback if I meet all eligibility requirements defined by the Appeals Policy, and that I know where to obtain an appeals packet.

Associate Signature: [REDACTED]

Date: January 22, 2020, 9:18:07 PM

Manager Signature: Acknowledged by Li,Anthony (BadgelD: 12431042)

Date: January 22, 2020, 9:18:07 PM

CONFIDENTIAL

AMZ-BRY001615

CONFIDENTIAL

Acknowledged by associate on October 27, 2019, 8:00:37 PM - Delivered by Hoffman,Jason (hofjason)

Supportive Feedback Document Behavioral - Documented Coaching



Associate Name: [REDACTED]
Manager Name: Rebisz, Kevin (NA5-1830)
Created On: October 27, 2019, 8:00:37 PM

Summary

Your recent job performance is not meeting Behavioral expectations. Meeting performance standards is a critical component of your job. This document provides specific details about your performance and how you are not meeting expectations. In addition, this document describes the steps you and your manager will take to assist you in improving your performance. As a part of this conversation we are interested in understanding what barriers you think need to be removed, or what improvements can be made which would potentially assist you in improving your performance.

Communication History

The following is a summary of your behavioral feedback:

Level	Count	Most Recent
Documented Coaching	1	June 20, 2019, 9:36:18 AM
Verbal Coaching	1	November 24, 2018, 11:21:01 AM

Details of Current Incident/Specific Concerns

The following feedback pertains to Amazon's US FC Extra Time policy. On 10/23/19, you worked 12:34. At Amazon.com we are committed to providing a workplace where all associate's well-being are of the utmost importance. NACF Human Resources has put scheduling guidelines in place to help us manage this commitment. Associates will not be asked to nor may they voluntarily work more than 60 hours per workweek, more than 12 hours per day, or more than six consecutive days in a row, regardless of shift.

Areas of Improvement Required by Associate

For hourly associates you must manage your time accordingly to abide with this policy. Failure to do so will result in follow-up from your manager. Immediate improvement is required. If you have any questions about what constitutes appropriate behavior, please reach out to your manager or Human Resources. Please note that If an associate receives 2 finals or a total of 6 documented counseling write-ups in a rolling 12 months, their employment will end. Further violations may result in corrective action, up to and including termination.

Associate Comments

[REDACTED] very focused on making sure that she is handing off the best possible singles area possible. "If I don't do over 12 hours handoff will not be perfect." [REDACTED] now knows not to stay over 12 hours.

Associate Signature: [REDACTED]

Date: October 27, 2019, 8:00:37 PM

Manager Signature: Acknowledged by Hoffman, Jason (BadgeID: 0320393)

Date: October 27, 2019, 8:00:37 PM

CONFIDENTIAL**AMZ-BRY001616**

CONFIDENTIAL

Acknowledged by associate on June 24, 2019, 5:26:05 AM - Delivered by Ramrattan,Courtney (ramrattc)

Supportive Feedback Document Behavioral - Documented Coaching

**Associate Name:** [REDACTED]**Manager Name:** Ramrattan,Courtney (NA5-1830)**Created On:** June 24, 2019, 5:26:05 AM

Summary

Your recent job performance is not meeting Behavioral expectations. Meeting performance standards is a critical component of your job. This document provides specific details about your performance and how you are not meeting expectations. In addition, this document describes the steps you and your manager will take to assist you in improving your performance. As a part of this conversation we are interested in understanding what barriers you think need to be removed, or what improvements can be made which would potentially assist you in improving your performance.

Communication History

The following is a summary of your behavioral feedback:

Level	Count	Most Recent
Verbal Coaching	3	November 24, 2018, 11:21:01 AM

Details of Current Incident/Specific Concerns

The following feedback pertains to Amazon's US FC Extra Time policy. On 6/19/18, you worked 12:36. After further research it was found that on multiple occasions you have not punch out for lunch causing you to go over 12. At Amazon.com we are committed to providing a workplace where all associate's well-being are of the utmost importance. NACF Human Resources has put scheduling guidelines in place to help us manage this commitment. Associates will not be asked to nor may they voluntarily work more than 60 hours per workweek, more than 12 hours per day, or more than six consecutive days in a row, regardless of shift.

Areas of Improvement Required by Associate

For hourly associates you must manage your time accordingly to abide with this policy. Failure to do so will result in follow-up from your manager. Immediate improvement is required. If you have any questions about what constitutes appropriate behavior, please reach out to your manager or Human Resources. Please note that If an associate receives 2 finals or a total of 6 documented counseling write-ups in a rolling 12 months, their employment will end. Further violations may result in corrective action, up to and including termination.

Associate Comments

Associate Signature: [REDACTED]**Date:** June 24, 2019, 5:26:05 AM**Manager Signature:** Acknowledged by Ramrattan,Courtney (BadgeID: 12126509)**Date:** June 24, 2019, 5:26:05 AM**CONFIDENTIAL****AMZ-BRY001617**

CONFIDENTIAL

Acknowledged by associate on February 10, 2021, 3:04:49 AM - Delivered by Sikora,Arthur (sikarthu)

Supportive Feedback Document Behavioral - Documented Coaching



Associate Name: [REDACTED]
Manager Name: Lubus, Eric David (NA5-1830)
Created On: February 10, 2021, 3:04:49 AM

Summary

Your recent job performance is not meeting Behavioral expectations. Meeting performance standards is a critical component of your job. This document provides specific details about your performance and how you are not meeting expectations. In addition, this document describes the steps you and your manager will take to assist you in improving your performance. As a part of this conversation we are interested in understanding what barriers you think need to be removed, or what improvements can be made which would potentially assist you in improving your performance.

Communication History

The following is a summary of your behavioral feedback:

Level	Count	Most Recent
Verbal Coaching	3	September 01, 2020, 12:49:13 AM

Details of Current Incident/Specific Concerns

The following feedback pertains to Amazon's US FC Extra Time policy. On [1/26/2021], you worked [13 hours and 04 min]. At Amazon.com we are committed to providing a workplace where all associate's well-being are of the utmost importance. NACF Human Resources has put scheduling guidelines in place to help us manage this commitment. Associates will not be asked to nor may they voluntarily work more than 60 hours per workweek, more than 12 hours per day, or more than six consecutive days in a row, regardless of shift.

Areas of Improvement Required by Associate

For hourly associates you must manage your time accordingly to abide with this policy. Failure to do so will result in follow-up from your manager. Immediate improvement is required. If you have any questions about what constitutes appropriate behavior, please reach out to your manager or Human Resources. Please note that If an associate receives 2 finals or a total of 6 documented counseling write-ups in a rolling 12 months, their employment will end. Further Standard of Conduct violations may result in corrective action, up to and including termination.

Associate Comments

Associate Signature: [REDACTED]

Date: February 10, 2021, 3:04:49 AM

Manager Signature: Acknowledged by Sikora, Arthur (BadgeID: 11772930)

Date: February 10, 2021, 3:04:49 AM

CONFIDENTIAL**AMZ-BRY001618**

CONFIDENTIAL

Acknowledged by associate on June 26, 2018, 5:19:34 AM - Delivered by Wilson,Emma (emmwils)

Supportive Feedback Document Productivity - Documented Positive



Associate Name: [REDACTED]
Manager Name: Wilson,Emma (NA5-1830)
Created On: June 26, 2018, 5:19:34 AM

Summary

Your recent job performance has met or exceeded Productivity expectations. Your manager and Amazon.com would like to take a moment to recognize your performance and thank you for your hard work.

Communication History

The following is a summary of your productivity feedback:

Level	Count	Most Recent
Documented Positive	4	January 31, 2018

Details of Current Incident/Specific Concerns

Process	Function	LC	Hours	Units	UPH	Expected	% to Goal	% to Curve	Was Borrowed
Pack Singles	Scan Verify ItemPacked Medium EACH	Level 5	[REDACTED]						
Pack Singles	Scan Verify ItemPacked Small EACH	Level 5	[REDACTED]						

Performance Trend

Below is a summary of your past Productivity performance.

Period Start	Unit Count	Hours Worked	UPH	% to Goal	% to Curve	Exempted
June 13, 2018, 5:00:00 AM	[REDACTED]					
June 06, 2018, 5:00:00 AM	[REDACTED]					
May 30, 2018, 5:00:00 AM	[REDACTED]					
May 23, 2018, 5:00:00 AM	[REDACTED]					
May 16, 2018, 5:00:00 AM	[REDACTED]					
May 09, 2018, 5:00:00 AM	[REDACTED]					

Associate Comments

Associate Signature: [REDACTED]

Date: June 26, 2018, 5:19:34 AM

Manager Signature: Acknowledged by Wilson,Emma (BadgeID: 12371848)

Date: June 26, 2018, 5:19:34 AM

CONFIDENTIAL**AMZ-BRY001619**

CONFIDENTIAL

Acknowledged by associate on February 04, 2018, 8:27:10 PM - Delivered by San Martino, Delaney (madelane)

Supportive Feedback Document Productivity - Documented Positive

**Associate Name:** [REDACTED]**Manager Name:** San Martino, Delaney (NA5-1830)**Created On:** February 04, 2018, 8:27:10 PM

Summary

Your recent job performance has met or exceeded Productivity expectations. Your manager and Amazon.com would like to take a moment to recognize your performance and thank you for your hard work.

Communication History

The following is a summary of your productivity feedback:

Level	Count	Most Recent
Documented Positive	4	January 24, 2018

Details of Current Incident/Specific Concerns

Process	Function	LC	Hours	Units	UPH	Expected	% to Goal	% to Curve	Was Borrowed
Pack Singles	Scan Verify ItemPacked Medium EACH	Level 5	[REDACTED]						
Pack Singles	Scan Verify ItemPacked Small EACH	Level 5	[REDACTED]						

Performance Trend

Below is a summary of your past Productivity performance.

Period Start	Unit Count	Hours Worked	UPH	% to Goal	% to Curve	Exempted
January 24, 2018, 5:00:00 AM	[REDACTED]					
January 17, 2018, 5:00:00 AM	[REDACTED]					
January 10, 2018, 5:00:00 AM	[REDACTED]					
January 03, 2018, 5:00:00 AM	[REDACTED]					
December 27, 2017, 5:00:00 AM	[REDACTED]					
December 20, 2017, 5:00:00 AM	[REDACTED]					

Associate Comments

Associate Signature: [REDACTED]**Date:** February 04, 2018, 8:27:10 PM**Manager Signature:** Acknowledged by San Martino, Delaney (BadgeID: 11364877)**Date:** February 04, 2018, 8:27:10 PM**CONFIDENTIAL****AMZ-BRY001620**

CONFIDENTIAL

Refused to sign by associate on July 05, 2019, 10:16:28 AM - Delivered by Ribble,Jack (jackii)

Supportive Feedback Document Unpaid Personal Time - Notice



Associate Name: [REDACTED]
Manager Name: Ribble,Jack (DK7-0730)
Created On: July 05, 2019, 10:16:28 AM

Summary

We value you as a team member and appreciate the effort you give to ensure we are the Earth's most customer centric company! As an owner, we want you to be successful. You start your employment with a bank of Unpaid Personal Time (UPT), in addition to paid vacation and personal time. Your UPT bank is refreshed with an additional 20 hours each quarter (up to a maximum of 80 hours). This conversation is to make sure you know where you stand with your bank of UPT and the date your bank will be refreshed. This is just a friendly reminder: if your UPT balance is depleted past zero and you have no paid personal time available or other approved leave options, as described in the attendance policy, termination of employment will occur. So, please make sure you track your UPT balance and manage your time. If you have questions or need help, just ask!

Communication History

The following is a summary of your unpaid personal time feedback:

Level	Count	Most Recent
Notice	2	April 28, 2019, 12:00:00 AM

Details of Current Incident/Specific Concerns

We value you as a team member and appreciate the effort you give to ensure we are the Earth's most customer centric company! As an owner, we want you to be successful. You start your employment with a bank of Unpaid Personal Time (UPT), in addition to paid vacation and personal time. Your UPT bank is refreshed with an additional 20 hours each quarter (up to a maximum of 80 hours). This conversation is to make sure you know where you stand with your bank of UPT and the date your bank will be refreshed. Your next 20-hour allotment of UPT will be deposited into your UPT bank on: **October 01, 2019**, Current UPT Balance is **9**, As of: **July 05, 2019**

Associate Comments

Associate says it should be 19, vacation was approved by HR Tanya on Wednesday/

Associate Signature: [REDACTED]

Date: July 05, 2019, 10:16:28 AM

Manager Signature: Acknowledged by Ribble,Jack (BadgeID: 12266802)

Date: July 05, 2019, 10:16:28 AM

CONFIDENTIAL

AMZ-BRY001538

CONFIDENTIAL

Acknowledged by associate on May 01, 2019, 1:00:10 PM - Delivered by Ribble,Jack (jackii)

Supportive Feedback Document Unpaid Personal Time - Notice



Associate Name: [REDACTED]
Manager Name: Ribble,Jack (DK7-0730)
Created On: May 01, 2019, 1:00:10 PM

Summary

We value you as a team member and appreciate the effort you give to ensure we are the Earth's most customer centric company! As an owner, we want you to be successful. You start your employment with a bank of Unpaid Personal Time (UPT), in addition to paid vacation and personal time. Your UPT bank is refreshed with an additional 20 hours each quarter (up to a maximum of 80 hours). This conversation is to make sure you know where you stand with your bank of UPT and the date your bank will be refreshed. This is just a friendly reminder: if your UPT balance is depleted past zero and you have no paid personal time available or other approved leave options, as described in the attendance policy, termination of employment will occur. So, please make sure you track your UPT balance and manage your time. If you have questions or need help, just ask!

Communication History

The following is a summary of your unpaid personal time feedback:

Level	Count	Most Recent
Notice	1	September 20, 2018, 12:00:00 AM

Details of Current Incident/Specific Concerns

We value you as a team member and appreciate the effort you give to ensure we are the Earth's most customer centric company! As an owner, we want you to be successful. You start your employment with a bank of Unpaid Personal Time (UPT), in addition to paid vacation and personal time. Your UPT bank is refreshed with an additional 20 hours each quarter (up to a maximum of 80 hours). This conversation is to make sure you know where you stand with your bank of UPT and the date your bank will be refreshed. Your next 20-hour allotment of UPT will be deposited into your UPT bank on: **July 01, 2019**, Current UPT Balance is **13**, As of: **May 01, 2019**

Associate Comments

Associate Signature: Acknowledged by [REDACTED]**Date:** May 01, 2019, 1:00:10 PM**Manager Signature:** Acknowledged by Ribble,Jack (BadgeID: 12266802)**Date:** May 01, 2019, 1:00:10 PM**CONFIDENTIAL****AMZ-BRY001539**

CONFIDENTIAL

Acknowledged by associate on September 20, 2018, 8:04:59 AM - Delivered by McKinnie,Chanae (chanamck)

Supportive Feedback Document Unpaid Personal Time - Notice

**Associate Name:** [REDACTED]**Manager Name:** McKinnie,Chanae (DK7-0730)**Created On:** September 20, 2018, 8:04:59 AM

Summary

We value you as a team member and appreciate the effort you give to ensure we are the Earth's most customer centric company! As an owner, we want you to be successful. You start your employment with a bank of Unpaid Personal Time (UPT), in addition to paid vacation and personal time. Your UPT bank is refreshed with an additional 20 hours each quarter (up to a maximum of 80 hours). This conversation is to make sure you know where you stand with your bank of UPT and the date your bank will be refreshed. This is just a friendly reminder: if your UPT balance is depleted past zero and you have no paid personal time available or other approved leave options, as described in the attendance policy, termination of employment will occur. So, please make sure you track your UPT balance and manage your time. If you have questions or need help, just ask!

Communication History

The following is a summary of your unpaid personal time feedback:

Level	Count	Most Recent
Notice	2	April 19, 2018, 12:00:00 AM

Details of Current Incident/Specific Concerns

We value you as a team member and appreciate the effort you give to ensure we are the Earth's most customer centric company! As an owner, we want you to be successful. You start your employment with a bank of Unpaid Personal Time (UPT), in addition to paid vacation and personal time. Your UPT bank is refreshed with an additional 20 hours each quarter (up to a maximum of 80 hours). This conversation is to make sure you know where you stand with your bank of UPT and the date your bank will be refreshed. Your next 20-hour allotment of UPT will be deposited into your UPT bank on: **October 01, 2018**, Current UPT Balance is **13**, As of: **September 20, 2018**

Associate Comments

Associate Signature: Acknowledged by [REDACTED]**Date:** September 20, 2018, 8:04:59 AM**Manager Signature:** Acknowledged by McKinnie,Chanae (BadgeID: 12233866)**Date:** September 20, 2018, 8:04:59 AM**CONFIDENTIAL****AMZ-BRY001540**

CONFIDENTIAL

Acknowledged by associate on April 20, 2018, 7:31:08 AM - Delivered by Domio,Saquae (saquad)

Supportive Feedback Document Unpaid Personal Time - Notice



Associate Name: [REDACTED]
Manager Name: Domio,Saquae (DK7-0730)
Created On: April 20, 2018, 7:31:08 AM

Summary

We value you as a team member and appreciate the effort you give to ensure we are the Earth's most customer centric company! As an owner, we want you to be successful. You start your employment with a bank of Unpaid Personal Time (UPT), in addition to paid vacation and personal time. Your UPT bank is refreshed with an additional 20 hours each quarter (up to a maximum of 80 hours). This conversation is to make sure you know where you stand with your bank of UPT and the date your bank will be refreshed. This is just a friendly reminder: if your UPT balance is depleted past zero and you have no paid personal time available or other approved leave options, as described in the attendance policy, termination of employment will occur. So, please make sure you track your UPT balance and manage your time. If you have questions or need help, just ask!

Communication History

The following is a summary of your unpaid personal time feedback:

Level	Count	Most Recent
Notice	2	January 25, 2018, 12:00:00 AM

Details of Current Incident/Specific Concerns

We value you as a team member and appreciate the effort you give to ensure we are the Earth's most customer centric company! As an owner, we want you to be successful. You start your employment with a bank of Unpaid Personal Time (UPT), in addition to paid vacation and personal time. Your UPT bank is refreshed with an additional 20 hours each quarter (up to a maximum of 80 hours). This conversation is to make sure you know where you stand with your bank of UPT and the date your bank will be refreshed. Your next 20-hour allotment of UPT will be deposited into your UPT bank on: **July 01, 2018**, Current UPT Balance is **13**, As of: **April 19, 2018**

Associate Comments

Associate Signature: Acknowledged by [REDACTED]

Date: April 20, 2018, 7:31:08 AM

Manager Signature: Acknowledged by Domio,Saquae (BadgeID: 11111531)

Date: April 20, 2018, 7:31:08 AM

CONFIDENTIAL**AMZ-BRY001541**

CONFIDENTIAL

Acknowledged by associate on January 26, 2018, 9:09:07 AM - Delivered by Ray,Alicia Marie (rayalici)

Supportive Feedback Document Unpaid Personal Time - Notice



Associate Name: [REDACTED]
Manager Name: Ray,Alicia Marie (DK7-0730)
Created On: January 26, 2018, 9:09:07 AM

Summary

We value you as a team member and appreciate the effort you give to ensure we are the Earth's most customer centric company! As an owner, we want you to be successful. You start your employment with a bank of Unpaid Personal Time (UPT), in addition to paid vacation and personal time. Your UPT bank is refreshed with an additional 20 hours each quarter (up to a maximum of 80 hours). This conversation is to make sure you know where you stand with your bank of UPT and the date your bank will be refreshed. This is just a friendly reminder: if your UPT balance is depleted past zero and you have no paid personal time available or other approved leave options, as described in the attendance policy, termination of employment will occur. So, please make sure you track your UPT balance and manage your time. If you have questions or need help, just ask!

Communication History

The following is a summary of your unpaid personal time feedback:

Level	Count	Most Recent
Notice	1	September 08, 2017, 12:00:00 AM

Details of Current Incident/Specific Concerns

We value you as a team member and appreciate the effort you give to ensure we are the Earth's most customer centric company! As an owner, we want you to be successful. You start your employment with a bank of Unpaid Personal Time (UPT), in addition to paid vacation and personal time. Your UPT bank is refreshed with an additional 20 hours each quarter (up to a maximum of 80 hours). This conversation is to make sure you know where you stand with your bank of UPT and the date your bank will be refreshed. Your next 20-hour allotment of UPT will be deposited into your UPT bank on: **April 01, 2018**, Current UPT Balance is 7, As of: **January 25, 2018**

Associate Comments

Associate Signature: Acknowledged by [REDACTED]**Date:** January 26, 2018, 9:09:07 AM**Manager Signature:** Acknowledged by Ray,Alicia Marie (BadgeID: 12266196)**Date:** January 26, 2018, 9:09:07 AM**CONFIDENTIAL****AMZ-BRY001542**

CONFIDENTIAL

Acknowledged by associate on September 13, 2017, 11:58:32 AM - Delivered by Bushner, Jacob P (jpbushne)

Supportive Feedback Document Unpaid Personal Time - Notice



Associate Name: [REDACTED]
Manager Name: Bushner, Jacob P (DK7-0730)
Created On: September 13, 2017, 11:58:32 AM

Summary

We value you as a team member and appreciate the effort you give to ensure we are the Earth's most customer centric company! As an owner, we want you to be successful. You start your employment with a bank of Unpaid Personal Time (UPT), in addition to paid vacation and personal time. Your UPT bank is refreshed with an additional 20 hours each quarter (up to a maximum of 80 hours). This conversation is to make sure you know where you stand with your bank of UPT and the date your bank will be refreshed. This is just a friendly reminder: if your UPT balance is depleted past zero and you have no paid personal time available or other approved leave options, as described in the attendance policy, termination of employment will occur. So, please make sure you track your UPT balance and manage your time. If you have questions or need help, just ask!

Communication History

The following is a summary of your unpaid personal time feedback:

Level	Count	Most Recent
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Details of Current Incident/Specific Concerns

We value you as a team member and appreciate the effort you give to ensure we are the Earth's most customer centric company! As an owner, we want you to be successful. You start your employment with a bank of Unpaid Personal Time (UPT), in addition to paid vacation and personal time. Your UPT bank is refreshed with an additional 20 hours each quarter (up to a maximum of 80 hours). This conversation is to make sure you know where you stand with your bank of UPT and the date your bank will be refreshed. Your next 20-hour allotment of UPT will be deposited into your UPT bank on: **October 01, 2017**, Current UPT Balance is **10**, As of: **September 08, 2017**

Associate Comments

Associate Signature: Acknowledged by [REDACTED]**Date:** September 13, 2017, 11:58:32 AM**Manager Signature:** Acknowledged by Bushner, Jacob P (BadgeID: 0078754)**Date:** September 13, 2017, 11:58:32 AM**CONFIDENTIAL****AMZ-BRY001543**

CONFIDENTIAL

Acknowledged by associate on February 10, 2021, 1:17:48 PM - Delivered by Frenzel,Sofya (sofyf)

Supportive Feedback Document Unpaid Personal Time - Notice



Associate Name: [REDACTED]
Manager Name: Tanner,Muneer (DK7-0715)
Created On: February 10, 2021, 1:17:49 PM

Summary

We value you as a team member and appreciate the effort you give to ensure we are the Earth's most customer centric company! As an owner, we want you to be successful. You start your employment with a bank of Unpaid Personal Time (UPT), in addition to paid vacation and personal time. Your UPT bank is refreshed with an additional 20 hours each quarter (up to a maximum of 80 hours). This conversation is to make sure you know where you stand with your bank of UPT and the date your bank will be refreshed. This is just a friendly reminder: if your UPT balance is depleted past zero and you have no paid personal time available or other approved leave options, as described in the attendance policy, termination of employment will occur. So, please make sure you track your UPT balance and manage your time. If you have questions or need help, just ask!

Communication History

The following is a summary of your unpaid personal time feedback:

Level	Count	Most Recent
Notice	5	October 09, 2020, 12:00:00 AM

Details of Current Incident/Specific Concerns

We value you as a team member and appreciate the effort you give to ensure we are the Earth's most customer centric company! As an owner, we want you to be successful. You start your employment with a bank of Unpaid Personal Time (UPT), in addition to paid vacation and personal time. Your UPT bank is refreshed with an additional 20 hours each quarter (up to a maximum of 80 hours). This conversation is to make sure you know where you stand with your bank of UPT and the date your bank will be refreshed. Your next 20-hour allotment of UPT will be deposited into your UPT bank on: **April 01, 2021**, Current UPT Balance is 15, As of: **February 10, 2021**

Associate Comments

Associate Signature: Acknowledged by [REDACTED]**Date:** February 10, 2021, 1:17:48 PM**Manager Signature:** Acknowledged by Frenzel,Sofya (BadgeID: 13302801)**Date:** February 10, 2021, 1:17:48 PM**CONFIDENTIAL****AMZ-BRY001544**

CONFIDENTIAL

Acknowledged by associate on December 12, 2019, 8:55:44 AM - Delivered by alicea.yelisabeth (yelisaba)

Supportive Feedback Document Behavioral - First Written

**Associate Name:** [REDACTED]**Manager Name:** Ribble III, Jack Tremaine (DK7-0730)**Created On:** December 12, 2019, 8:55:44 AM

Summary

Your recent job performance is not meeting Behavioral expectations. Meeting performance standards is a critical component of your job. This document provides specific details about your performance and how you are not meeting expectations. In addition, this document describes the steps you and your manager will take to assist you in improving your performance. As a part of this conversation we are interested in understanding what barriers you think need to be removed, or what improvements can be made which would potentially assist you in improving your performance.

Communication History

The following is a summary of your behavioral feedback:

Level	Count	Most Recent
Documented Coaching	4	September 05, 2019, 11:55:21 AM
Verbal Coaching	2	May 09, 2019, 12:08:54 AM

Details of Current Incident/Specific Concerns

Associates are expected to treat each other, contractors, customers, and visitors with courtesy and professionalism. All associates, regardless of position, are responsible for ensuring that our workplace is free from offensive behavior and harassment. Examples of this behavior can be identified as conduct that includes any verbal or physical conduct that has the purpose or effect of creating an offensive, hostile, or intimidating work environment that interferes with an individual's ability to perform the job. On 12/4/2019 was reported that you and another associate hug each other during these incident you tried to kiss her without her consent in wish she pushed you repeatedly. These behaviors are in violation of Amazon's Code of Conduct and are a Category 2 violation of Amazon's Standards of Conduct.

Areas of Improvement Required by Associate

Amazon is committed to providing a work environment that promotes the health, safety, and productivity of its associates. Associates are expected to treat each other, contractors, customers, and visitors with courtesy and professionalism. Amazon will not tolerate any conduct whether physical or verbal that does or can be interpreted as creating an offensive, hostile, or intimidating work environment. You are expected to be in compliance with the Amazon's Standards of Conduct policy at all times while working in the Fulfillment Center. Please note that if an associate receives 2 finals or a total of 6 documented counseling write-ups in a rolling 12 months, their employment will end. Immediate improvement is expected.

Associate Comments

Associate Signature: Acknowledged by [REDACTED]**Date:** December 12, 2019, 8:55:44 AM**Manager Signature:** Acknowledged by alicea.yelisabeth (BadgeID: 0188334)**Date:** December 12, 2019, 8:55:44 AM**CONFIDENTIAL****AMZ-BRY001545**

CONFIDENTIAL

Acknowledged by associate on September 11, 2019, 2:32:45 PM - Delivered by Ribble III,Jack Tremaine (jackii)

Supportive Feedback Document Behavioral - Documented Coaching

**Associate Name:** [REDACTED]**Manager Name:** Ribble III,Jack Tremaine (DK7-0730)**Created On:** September 11, 2019, 2:32:45 PM

Summary

Your recent job performance is not meeting Behavioral expectations. Meeting performance standards is a critical component of your job. This document provides specific details about your performance and how you are not meeting expectations. In addition, this document describes the steps you and your manager will take to assist you in improving your performance. As a part of this conversation we are interested in understanding what barriers you think need to be removed, or what improvements can be made which would potentially assist you in improving your performance.

Communication History

The following is a summary of your behavioral feedback:

Level	Count	Most Recent
Verbal Coaching	3	May 09, 2019, 12:08:54 AM
Documented Coaching	4	February 05, 2019, 4:15:26 PM

Details of Current Incident/Specific Concerns

During the week between 08/28/2019 and 09/03/2019, you created 22 pieces of Amnesty while working in Pick . In order for Amazon to meet our high customer service standards, it is critical for each member of the team to do their part to ensure bins are left in an organized and safe condition. You have a vital role in managing the flow of products to our customers by minimizing unnecessary re-work in process (Amnesty, False Shorts, Problem Solve, etc.)

Areas of Improvement Required by Associate

You are expected to meet 100% of the quality performance expectation. Please note that If an associate receives 2 finals or a total of 6 documented counseling write-ups in a rolling 12 months, their employment will end. We are committed to assisting you in improving your quality performance, and will assist you in addressing any job related barriers that are impacting your ability to meet quality expectations.

Associate Comments

Associate Signature: Acknowledged by [REDACTED]**Date:** September 11, 2019, 2:32:45 PM**Manager Signature:** Acknowledged by Ribble III,Jack Tremaine (BadgeID: 12266802)**Date:** September 11, 2019, 2:32:45 PM**CONFIDENTIAL****AMZ-BRY001546**

CONFIDENTIAL

Acknowledged by associate on February 05, 2019, 4:37:07 PM - Delivered by Mesina,Mandy (mesin)

Supportive Feedback Document Behavioral - Documented Coaching



Associate Name: [REDACTED]
Manager Name: Ribble,Jack (DK7-0730)
Created On: February 05, 2019, 4:37:07 PM

Summary

Your recent job performance is not meeting Behavioral expectations. Meeting performance standards is a critical component of your job. This document provides specific details about your performance and how you are not meeting expectations. In addition, this document describes the steps you and your manager will take to assist you in improving your performance. As a part of this conversation we are interested in understanding what barriers you think need to be removed, or what improvements can be made which would potentially assist you in improving your performance.

Communication History

The following is a summary of your behavioral feedback:

Level	Count	Most Recent
First Written	1	April 22, 2018, 8:39:41 AM
Verbal Coaching	4	January 29, 2019, 11:06:59 PM
Documented Coaching	5	January 03, 2019, 5:20:47 PM

Details of Current Incident/Specific Concerns

On 2/5/19, you clocked in for the start of your shift at 7:24 AM. Your scheduled start time on this day was scheduled start time and you were not approved to clock in early. There was no operational reason why you should have clocked in early on this day. A seek to understand conversation took place with you on 2/5/19 to which you stated you thought it was after 7:25 and will be more careful in the future. I coached the AA on early in expectations. Going forward, you are required to obtain approval from your management team before clocking in prior to your scheduled shift start time. If you believe there is a reason for you to report to work prior to your start time, you should gain approval from your Leadership team in advance. Not gaining approval for early clock-ins or late clock-outs may result in further corrective action up to and including termination.

Areas of Improvement Required by Associate

This is a violation of the Amazon Standards of Conduct policy. It is important for you to understand that meeting task standards is a critical component of your job. Immediate improvement is expected. Please note that If an associate receives 2 finals or a total of 6 documented counseling write-ups in a rolling 12 months, their employment will end. Further Standard of Conduct violations may result in corrective action, up to and including termination.

Associate Comments

Associate Signature: Acknowledged by [REDACTED]

Date: February 05, 2019, 4:37:07 PM

Manager Signature: Acknowledged by Mesina,Mandy (BadgelD: 12220451)

Date: February 05, 2019, 4:37:07 PM

CONFIDENTIAL**AMZ-BRY001547**

CONFIDENTIAL

Acknowledged by associate on January 03, 2019, 5:40:14 PM - Delivered by Ribble,Jack (jackii)

Supportive Feedback Document Behavioral - Documented Coaching



Associate Name: [REDACTED]
Manager Name: Ribble,Jack (DK7-0730)
Created On: January 03, 2019, 5:40:14 PM

Summary

Your recent job performance is not meeting Behavioral expectations. Meeting performance standards is a critical component of your job. This document provides specific details about your performance and how you are not meeting expectations. In addition, this document describes the steps you and your manager will take to assist you in improving your performance. As a part of this conversation we are interested in understanding what barriers you think need to be removed, or what improvements can be made which would potentially assist you in improving your performance.

Communication History

The following is a summary of your behavioral feedback:

Level	Count	Most Recent
Verbal Coaching	3	October 10, 2018, 11:36:19 PM
First Written	1	April 22, 2018, 8:39:41 AM
Documented Coaching	4	December 08, 2018, 2:18:48 PM

Details of Current Incident/Specific Concerns

On the shift starting 1/3/19, you were observed to be in violation of our 15 minute break policy by taking an extended break of 20 minutes during first break. This behavior is in violation of Amazon's Standards of Conduct and Attendance Policy. "Failure to adhere to starting time, quitting time, or break time policies , or "wasting time" and is considered to be a Category 2 violation of the Standards of Conduct. During the STU, you stated that you went to get a drink of water at 3:11 but forgot to scan an item before going on break.

Areas of Improvement Required by Associate

Associate commitment to completing assigned tasks is critical in order to be Earth's most customer-centric company. As owners, we count on you to help achieve this mission. Your customers and teammates count on you to remain on task and complete your assigned job duties. For every scheduled ten hour shift, Amazon provides two 15 minute breaks, a 30 minute lunch period, two meetings at the start of shift and after lunch, and account for travel time between work areas. However, failure to adhere to start times, quitting times, or break time policies, as well as wasting time, will be addressed through performance management using coaching or corrective actions. This is a violation of the Amazon Standards of Conduct policy. It is important for you to understand that meeting task standards is a critical component of your job. Please note that If an associate receives 2 finals or a total of 6 documented counseling write-ups in a rolling 12 months, their employment will end. Further Standard of Conduct violations may result in corrective action, up to and including termination.

Associate Comments

Associate Signature: Acknowledged by [REDACTED]

Date: January 03, 2019, 5:40:14 PM

Manager Signature: Acknowledged by Ribble,Jack (BadgeID: 12266802)

Date: January 03, 2019, 5:40:14 PM

CONFIDENTIAL**AMZ-BRY001548**

CONFIDENTIAL

Acknowledged by associate on December 08, 2018, 2:53:21 PM - Delivered by Ribble,Jack (jackii)

Supportive Feedback Document Behavioral - Documented Coaching



Associate Name: [REDACTED]
Manager Name: Ribble,Jack (DK7-0730)
Created On: December 08, 2018, 2:53:21 PM

Summary

Your recent job performance is not meeting Behavioral expectations. Meeting performance standards is a critical component of your job. This document provides specific details about your performance and how you are not meeting expectations. In addition, this document describes the steps you and your manager will take to assist you in improving your performance. As a part of this conversation we are interested in understanding what barriers you think need to be removed, or what improvements can be made which would potentially assist you in improving your performance.

Communication History

The following is a summary of your behavioral feedback:

Level	Count	Most Recent
First Written	1	April 22, 2018, 8:39:41 AM
Documented Coaching	3	October 30, 2018, 5:25:22 PM
Verbal Coaching	3	October 10, 2018, 11:36:19 PM

Details of Current Incident/Specific Concerns

The following feedback pertains to Amazon's Security policy. On 12/7/18 at 6:04am, you failed the screening process by carrying an unregistered asset through the security checkpoint. It is against Amazon's Security policy for Associates to have unregistered electronic devices in working areas (on the fulfillment center floor, in restrooms, or other work areas). Electronic devices may be used during lunch and breaks in a non-working area such as a break room or outside the facility.

Areas of Improvement Required by Associate

You are expected to be in compliance with Amazon's Security policy at all times while working in the Fulfillment Center. Please note that If an associate receives 2 finals or a total of 6 documented counseling write-ups in a rolling 12 months, their employment will end. Continued violation of this policy may result in further corrective action, up to and including termination.

Associate Comments

Associate Signature: Acknowledged by [REDACTED]**Date:** December 08, 2018, 2:53:21 PM**Manager Signature:** Acknowledged by Ribble,Jack (BadgeID: 12266802)**Date:** December 08, 2018, 2:53:21 PM**CONFIDENTIAL****AMZ-BRY001549**

CONFIDENTIAL

Acknowledged by associate on October 30, 2018, 5:29:45 PM - Delivered by Mesina,Mandy (mesin)

Supportive Feedback Document Behavioral - Documented Coaching



Associate Name: [REDACTED]
Manager Name: McKinnie,Chanae (DK7-0730)
Created On: October 30, 2018, 5:29:45 PM

Summary

Your recent job performance is not meeting Behavioral expectations. Meeting performance standards is a critical component of your job. This document provides specific details about your performance and how you are not meeting expectations. In addition, this document describes the steps you and your manager will take to assist you in improving your performance. As a part of this conversation we are interested in understanding what barriers you think need to be removed, or what improvements can be made which would potentially assist you in improving your performance.

Communication History

The following is a summary of your behavioral feedback:

Level	Count	Most Recent
Verbal Coaching	3	October 10, 2018, 11:36:19 PM
First Written	1	April 22, 2018, 8:39:41 AM
Documented Coaching	3	May 24, 2018, 3:53:10 AM

Details of Current Incident/Specific Concerns

On the shift starting 10/30/2018, you were observed to be in violation of our 15 minute break policy by taking an extended break of 21 minutes during first break. This behavior is in violation of Amazon's Standards of Conduct and Attendance Policy. "Failure to adhere to starting time, quitting time, or break time policies , or "wasting time" and is considered to be a Category 2 violation of the Standards of Conduct. During the STU, you stated that you don't know what happened.

Areas of Improvement Required by Associate

Associate commitment to completing assigned tasks is critical in order to be Earth's most customer-centric company. As owners, we count on you to help achieve this mission. Your customers and teammates count on you to remain on task and complete your assigned job duties. For every scheduled ten hour shift, Amazon provides two 15 minute breaks, a 30 minute lunch period, two meetings at the start of shift and after lunch, and account for travel time between work areas. However, failure to adhere to start times, quitting times, or break time policies, as well as wasting time, will be addressed through performance management using coaching or corrective actions. This is a violation of the Amazon Standards of Conduct policy. It is important for you to understand that meeting task standards is a critical component of your job. Please note that If an associate receives 2 finals or a total of 6 documented counseling write-ups in a rolling 12 months, their employment will end. Further Standard of Conduct violations may result in corrective action, up to and including termination.

Associate Comments

Associate Signature: Acknowledged by [REDACTED]

Date: October 30, 2018, 5:29:45 PM

Manager Signature: Acknowledged by Mesina,Mandy (BadgeID: 12220451)

Date: October 30, 2018, 5:29:45 PM

CONFIDENTIAL

AMZ-BRY001550

CONFIDENTIAL

Acknowledged by associate on May 25, 2018, 11:21:02 AM - Delivered by Ming,Shawn (shawming)

Supportive Feedback Document Behavioral - Documented Coaching



Associate Name: [REDACTED]
Manager Name: Ming,Shawn (DK7-0730)
Created On: May 25, 2018, 11:21:02 AM

Summary

Your recent job performance is not meeting Behavioral expectations. Meeting performance standards is a critical component of your job. This document provides specific details about your performance and how you are not meeting expectations. In addition, this document describes the steps you and your manager will take to assist you in improving your performance. As a part of this conversation we are interested in understanding what barriers you think need to be removed, or what improvements can be made which would potentially assist you in improving your performance.

Communication History

The following is a summary of your behavioral feedback:

Level	Count	Most Recent
Verbal Coaching	2	April 08, 2018, 11:22:01 PM
Documented Coaching	2	April 11, 2018, 9:45:18 AM
First Written	1	April 22, 2018, 8:39:41 AM

Details of Current Incident/Specific Concerns

The following feedback pertains to Amazon's Standards of Conduct. On 05/23/18 you failed to check in a scanner that you checked out and used for the day, prior to leaving. Expectations have been set that when you check out a scanner it is required that you check the scanner back in before leaving for the day as part of standard work. The policy classifies failure to carry out a work assignment in an efficient, responsible, and acceptable manner as a violation of the Standards of Conduct.

Areas of Improvement Required by Associate

You are expected to be in compliance with the Standards of Conduct policy at all times while working in the Fulfillment Center. Please note that if an associate receives 2 finals or a total of 6 documented counseling write-ups in a rolling 12 months, their employment will end. Continued violation of this policy may result in further corrective action, up to and including termination.

Associate Comments

Associate Signature: Acknowledged by [REDACTED]**Date:** May 25, 2018, 11:21:02 AM**Manager Signature:** Acknowledged by Ming,Shawn (BadgeID: 11353910)**Date:** May 25, 2018, 11:21:02 AM**CONFIDENTIAL****AMZ-BRY001551**

CONFIDENTIAL

Acknowledged by associate on April 26, 2018, 8:02:46 AM - Delivered by Domio,Saquae (saquad)

Supportive Feedback Document Behavioral - First Written



Associate Name: [REDACTED]
Manager Name: Domio,Saquae (DK7-0730)
Created On: April 26, 2018, 8:02:46 AM

Summary

Your recent job performance is not meeting Behavioral expectations. Meeting performance standards is a critical component of your job. This document provides specific details about your performance and how you are not meeting expectations. In addition, this document describes the steps you and your manager will take to assist you in improving your performance. As a part of this conversation we are interested in understanding what barriers you think need to be removed, or what improvements can be made which would potentially assist you in improving your performance.

Communication History

The following is a summary of your behavioral feedback:

Level	Count	Most Recent
Documented Coaching	2	April 11, 2018, 9:45:18 AM
Verbal Coaching	2	April 08, 2018, 11:22:01 PM

Details of Current Incident/Specific Concerns

"What are Pick Error Indicators? Pick Error Indicators are adjustments that were made in picked containers. In each of these instances, a downstream adjustment was made on an ASIN that was picked into the container and no other picker touched the container before the adjustment. Root causes include picking the wrong item, picking the wrong quantity, picking into the wrong tote, and not properly closing out totes. Error Family: Pick Error Type: Indicator Errors Discovered: [REDACTED] Date Error Discovered: 04/21/2018 Units Processed: [REDACTED] What is quality DPMO? DPMO stands for Defects Per Million Opportunities and is a ratio to determine where your performance falls as compared to other associates in the building. This ratio allows for all associates to be evaluated by the same measure. How do we calculate DPMO? The number of defects caused by user error and divide that by the total number of units processed. For example, [REDACTED]."

Areas of Improvement Required by Associate

You are expected to meet 100% of the quality performance expectation. Please note that If an associate receives 2 finals or a total of 6 documented counseling write-ups in a rolling 12 months, their employment will end. We are committed to assisting you in improving your quality performance, and will assist you in addressing any job related barriers that are impacting your ability to meet quality expectations.

Associate Comments

Associate Signature: Acknowledged by [REDACTED]

Date: April 26, 2018, 8:02:46 AM

Manager Signature: Acknowledged by Domio,Saquae (BadgID: 11111531)

Date: April 26, 2018, 8:02:46 AM

CONFIDENTIAL**AMZ-BRY001552**

CONFIDENTIAL

Acknowledged by associate on April 20, 2018, 7:31:54 AM - Delivered by Domio,Saquae (saquad)

Supportive Feedback Document Behavioral - Documented Coaching



Associate Name: [REDACTED]
Manager Name: Domio,Saquae (DK7-0730)
Created On: April 20, 2018, 7:31:54 AM

Summary

Your recent job performance is not meeting Behavioral expectations. Meeting performance standards is a critical component of your job. This document provides specific details about your performance and how you are not meeting expectations. In addition, this document describes the steps you and your manager will take to assist you in improving your performance. As a part of this conversation we are interested in understanding what barriers you think need to be removed, or what improvements can be made which would potentially assist you in improving your performance.

Communication History

The following is a summary of your behavioral feedback:

Level	Count	Most Recent
Verbal Coaching	1	March 15, 2018, 1:23:47 AM
Documented Coaching	1	November 29, 2017, 9:47:21 AM

Details of Current Incident/Specific Concerns

"What are Pick Error Indicators? Pick Error Indicators are adjustments that were made in picked containers. In each of these instances, a downstream adjustment was made on an ASIN that was picked into the container and no other picker touched the container before the adjustment. Root causes include picking the wrong item, picking the wrong quantity, picking into the wrong tote, and not properly closing out totes. Error Family: Pick Error Type: Indicator Errors Discovered: [REDACTED] Date Error Discovered: 04/10/2018 Units Processed: [REDACTED] What is quality DPMO? DPMO stands for Defects Per Million Opportunities and is a ratio to determine where your performance falls as compared to other associates in the building. This ratio allows for all associates to be evaluated by the same measure. How do we calculate DPMO? The number of defects caused by user error and divide that by the total number of units processed. For example, [REDACTED]."

Areas of Improvement Required by Associate

You are expected to meet 100% of the quality performance expectation. Please note that If an associate receives 2 finals or a total of 6 documented counseling write-ups in a rolling 12 months, their employment will end. We are committed to assisting you in improving your quality performance, and will assist you in addressing any job related barriers that are impacting your ability to meet quality expectations.

Associate Comments

Associate Signature: Acknowledged by [REDACTED]

Date: April 20, 2018, 7:31:54 AM

Manager Signature: Acknowledged by Domio,Saquae (BadgID: 11111531)

Date: April 20, 2018, 7:31:54 AM

CONFIDENTIAL**AMZ-BRY001553**

CONFIDENTIAL

Acknowledged by associate on December 15, 2017, 12:49:04 PM - Delivered by LLuberes,Rodolfo Antonio (lluberes)

Supportive Feedback Document Behavioral - Documented Coaching



Associate Name: [REDACTED]
Manager Name: Ray,Alicia Marie (DK7-0730)
Created On: December 15, 2017, 12:49:04 PM

Summary

Your recent job performance is not meeting Behavioral expectations. Meeting performance standards is a critical component of your job. This document provides specific details about your performance and how you are not meeting expectations. In addition, this document describes the steps you and your manager will take to assist you in improving your performance. As a part of this conversation we are interested in understanding what barriers you think need to be removed, or what improvements can be made which would potentially assist you in improving your performance.

Communication History

The following is a summary of your behavioral feedback:

Level	Count	Most Recent
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Details of Current Incident/Specific Concerns

"What are Pick Error Indicators? Pick Error Indicators are adjustments that were made in picked containers. In each of these instances, a downstream adjustment was made on an ASIN that was picked into the container and no other picker touched the container before the adjustment. Root causes include picking the wrong item, picking the wrong quantity, picking into the wrong tote, and not properly closing out totes. Error Family: Pick Error Type: Indicator Errors Discovered: [REDACTED] Date Error Discovered: 11/29/2017 Units Processed: [REDACTED] What is quality DPMO? DPMO stands for Defects Per Million Opportunities and is a ratio to determine where your performance falls as compared to other associates in the building. This ratio allows for all associates to be evaluated by the same measure. How do we calculate DPMO? The number of defects caused by user error and divide that by the total number of units processed. For example, [REDACTED]."

Areas of Improvement Required by Associate

You are expected to meet 100% of the quality performance expectation. Please note that If an associate receives 2 finals or a total of 6 documented counseling write-ups in a rolling 12 months, their employment will end. We are committed to assisting you in improving your quality performance, and will assist you in addressing any job related barriers that are impacting your ability to meet quality expectations.

Associate Comments

Associate Signature: Acknowledged by [REDACTED]

Date: December 15, 2017, 12:49:04 PM

Manager Signature: Acknowledged by LLuberes,Rodolfo Antonio (BadgeID: 0044828)

Date: December 15, 2017, 12:49:04 PM

CONFIDENTIAL**AMZ-BRY001554**

CONFIDENTIAL

Acknowledged by associate on January 31, 2020, 10:49:16 AM - Delivered by Tanner,Muneer (muneert)

Supportive Feedback Document Behavioral - Documented Coaching



Associate Name: [REDACTED]

Manager Name: Ribble III, Jack Tremaine (DK7-0730)

Created On: January 31, 2020, 10:49:16 AM

Summary

You recent job performance is not meeting Behavioral expectations. Meeting performance standards is a critical component of your job. This document provides specific details about your performance and how you are not meeting expectations. In addition, this document describes the steps you and your manager will take to assist you in improving your performance. As a part of this conversation we are interested in understanding what barriers you think need to be removed, or what improvements can be made which would potentially assist you in improving your performance.

Communication History

The following is a summary of your behavioral feedback:

Level	Count	Most Recent
Verbal Coaching	1	May 09, 2019, 12:08:54 AM
First Written	1	December 06, 2019, 2:37:56 PM
Documented Coaching	2	September 05, 2019, 11:55:21 AM

Details of Current Incident/Specific Concerns

During the week between 01/22/2020 and 01/28/2020, you created 59 pieces of Amnesty while working in Pick. In order for Amazon to meet our high customer service standards, it is critical for each member of the team to do their part to ensure bins are left in an organized and safe condition. You have a vital role in managing the flow of products to our customers by minimizing unnecessary re-work in process (Amnesty, False Shorts, Problem Solve, etc.)

Areas of Improvement Required by Associate

You are expected to meet 100% of the quality performance expectation. Please note that If an associate receives 2 finals or a total of 6 documented counseling write-ups in a rolling 12 months, their employment will end. We are committed to assisting you in improving your quality performance, and will assist you in addressing any job related barriers that are impacting your ability to meet quality expectations.

Associate Comments

Associate Signature: Acknowledged by [REDACTED]

Date: January 31, 2020, 10:49:16 AM

Manager Signature: Acknowledged by Tanner,Muneer (BadgeID: 0359444)

Date: January 31, 2020, 10:49:16 AM

CONFIDENTIAL

AMZ-BRY001555

CONFIDENTIAL

Acknowledged by associate on March 20, 2019, 11:05:46 AM - Delivered by Cox,Katrina (parrisk)

Supportive Feedback Document Productivity - Documented Positive

amazon.com

Associate Name: [REDACTED]
 Manager Name: Ribble,Jack (DK7-0730)
 Created On: March 20, 2019, 11:05:46 AM

Summary

Your recent job performance has met or exceeded Productivity expectations. Your manager and Amazon.com would like to take a moment to recognize your performance and thank you for your hard work.

Communication History

The following is a summary of your productivity feedback:

Level	Count	Most Recent
Documented Positive	1	March 06, 2019
Documented Coaching	2	November 28, 2018
Verbal Positive	14	February 20, 2019
Verbal Coaching	2	November 14, 2018

Details of Current Incident/Specific Concerns

Process	Function	LC	Hours	Units	UPH	Expected	% to Goal	% to Curve	Was Borrowed
IC-QA-CS	SBC - Other SimpleBinCount Total EACH	Level 4	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
Pick	RF Pick ItemPicked Medium EACH	Level 5	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
Pick	RF Pick ItemPicked Small EACH	Level 5	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]

Performance Trend

Below is a summary of your past Productivity performance.

Period Start	Unit Count	Hours Worked	UPH	% to Goal	% to Curve	Exempted
March 13, 2019, 5:00:00 AM	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
March 06, 2019, 5:00:00 AM	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
February 27, 2019, 5:00:00 AM	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
February 20, 2019, 5:00:00 AM	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
February 13, 2019, 5:00:00 AM	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
February 06, 2019, 5:00:00 AM	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]

Associate Comments

Associate Signature: Acknowledged by [REDACTED]

Date: March 20, 2019, 11:05:46 AM

Manager Signature: Acknowledged by Cox,Katrina (BadgelD: 0000445)

Date: March 20, 2019, 11:05:46 AM

CONFIDENTIAL

AMZ-BRY001556

CONFIDENTIAL

Acknowledged by associate on March 14, 2019, 7:39:30 AM - Delivered by Ribble,Jack (jackii)

Supportive Feedback Document Productivity - Documented Positive



Associate Name: [REDACTED]
 Manager Name: Ribble,Jack (DK7-0730)
 Created On: March 14, 2019, 7:39:30 AM

Summary

Your recent job performance has met or exceeded Productivity expectations. Your manager and Amazon.com would like to take a moment to recognize your performance and thank you for your hard work.

Communication History

The following is a summary of your productivity feedback:

Level	Count	Most Recent
Verbal Positive	16	February 20, 2019
Documented Coaching	2	November 28, 2018
Verbal Coaching	2	November 14, 2018

Details of Current Incident/Specific Concerns

Process	Function	LC	Hours	Units	UPH	Expected	% to Goal	% to Curve	Was Borrowed
IC-QA-CS	SBC - Other SimpleBinCount Total EACH	Level 4	■	■	■	■	■	■	■
Pick	RF Pick ItemPicked Medium EACH	Level 5	■	■	■	■	■	■	■
Pick	RF Pick ItemPicked Small EACH	Level 5	■	■	■	■	■	■	■
Transfer Out Pick	RF Pick Transship ItemPicked Medium EACH	Level 5	■	■	■	■	■	■	■
Transfer Out Pick	RF Pick Transship ItemPicked Small EACH	Level 5	■	■	■	■	■	■	■

Performance Trend

Below is a summary of your past Productivity performance.

Period Start	Unit Count	Hours Worked	UPH	% to Goal	% to Curve	Exempted
February 27, 2019, 5:00:00 AM	■	■	■	■	■	■
February 20, 2019, 5:00:00 AM	■	■	■	■	■	■
February 13, 2019, 5:00:00 AM	■	■	■	■	■	■
February 06, 2019, 5:00:00 AM	■	■	■	■	■	■
January 30, 2019, 5:00:00 AM	■	■	■	■	■	■
January 23, 2019, 5:00:00 AM	■	■	■	■	■	■

Associate Comments

Associate Signature: Acknowledged by [REDACTED]

Date: March 14, 2019, 7:39:30 AM

Manager Signature: Acknowledged by Ribble,Jack (BadgeID: 12266802)

Date: March 14, 2019, 7:39:30 AM

CONFIDENTIAL

AMZ-BRY001557

CONFIDENTIAL

Acknowledged by associate on June 07, 2017, 2:04:12 PM - Delivered by Berry,Ashley (berashi)

Supportive Feedback Document Productivity - First Written



Associate Name: [REDACTED]
Manager Name: Bushner, Jacob P (DK7-0730)
Created On: June 07, 2017, 2:04:12 PM

Summary

Your recent job performance is not meeting Productivity expectations. Meeting performance standards is a critical component of your job. This document provides specific details about your performance and how you are not meeting expectations. In addition, this document describes the steps you and your manager will take to assist you in improving your performance. As a part of this conversation we are interested in understanding what barriers you think need to be removed, or what improvements can be made which would potentially assist you in improving your performance.

Communication History

The following is a summary of your productivity feedback:

Level	Count	Most Recent
Verbal Coaching	5	May 17, 2017
Verbal Positive	10	May 10, 2017
Documented Coaching	3	May 24, 2017

Details of Current Incident/Specific Concerns

Process	Function	LC	Hours	Units	UPH	Expected	% to Goal	% to Curve	Was Borrowed
Pick	RF Pick ItemPicked Total EACH	Level 5	■	■	■	■	■	■	■
Transfer Out Pick	RF Pick Transship ItemPicked Total EACH	Level 5	■	■	■	■	■	■	■

Performance Trend

Below is a summary of your past Productivity performance.

Period Start	Unit Count	Hours Worked	UPH	% to Goal	% to Curve	Exempted
May 31, 2017, 5:00:00 AM	■	■	■	■	■	■
May 24, 2017, 5:00:00 AM	■	■	■	■	■	■
May 17, 2017, 5:00:00 AM	■	■	■	■	■	■
May 10, 2017, 5:00:00 AM	■	■	■	■	■	■
May 03, 2017, 5:00:00 AM	■	■	■	■	■	■
April 26, 2017, 5:00:00 AM	■	■	■	■	■	■

Areas of Improvement Required by Associate

You are expected to meet 100% of the productivity performance expectation. Please note that if an associate receives a 2nd final or a total of 6 documented counseling write-ups in a rolling 12 months, their employment will end. We are committed to assisting you in improving your productivity performance, and will assist you in addressing any job related barriers that are impacting your ability to meet productivity performance expectations.

Associate Comments

Associate Signature: Acknowledged by [REDACTED]

Date: June 07, 2017, 2:04:12 PM

Manager Signature: Acknowledged by Berry,Ashley (BadgeID: 11349337)

Date: June 07, 2017, 2:04:12 PM

CONFIDENTIAL**AMZ-BRY001558**

CONFIDENTIAL

Acknowledged by associate on April 25, 2019, 11:17:44 AM - Delivered by Ribble,Jack (jackii)

Supportive Feedback Document Productivity - First Written



Associate Name: [REDACTED]
Manager Name: Ribble,Jack (DK7-0730)
Created On: April 25, 2019, 11:17:45 AM

Summary

Your recent job performance is not meeting Productivity expectations. Meeting performance standards is a critical component of your job. This document provides specific details about your performance and how you are not meeting expectations. In addition, this document describes the steps you and your manager will take to assist you in improving your performance. As a part of this conversation we are interested in understanding what barriers you think need to be removed, or what improvements can be made which would potentially assist you in improving your performance.

Communication History

The following is a summary of your productivity feedback:

Level	Count	Most Recent
Documented Positive	2	March 20, 2019
Documented Coaching	2	November 28, 2018
Verbal Positive	15	April 17, 2019
Verbal Coaching	1	November 14, 2018

Details of Current Incident/Specific Concerns

Process	Function	LC	Hours	Units	UPH	Expected	% to Goal	% to Curve	Was Borrowed
IC-QA-CS	SBC - Other SimpleBinCount Total EACH	Level 5	■	■	■	■	■	■	■
Pick	RF Pick ItemPicked Medium EACH	Level 5	■	■	■	■	■	■	■
Pick	RF Pick ItemPicked Small EACH	Level 5	■	■	■	■	■	■	■
Transfer Out Pick	RF Pick Transship ItemPicked Medium EACH	Level 5	■	■	■	■	■	■	■
Transfer Out Pick	RF Pick Transship ItemPicked Small EACH	Level 5	■	■	■	■	■	■	■

Performance Trend

Below is a summary of your past Productivity performance.

Period Start	Unit Count	Hours Worked	UPH	% to Goal	% to Curve	Exempted
April 17, 2019, 5:00:00 AM	■	■	■	■	■	■
April 10, 2019, 5:00:00 AM	■	■	■	■	■	■
April 03, 2019, 5:00:00 AM	■	■	■	■	■	■
March 27, 2019, 5:00:00 AM	■	■	■	■	■	■
March 20, 2019, 5:00:00 AM	■	■	■	■	■	■
March 13, 2019, 5:00:00 AM	■	■	■	■	■	■

Areas of Improvement Required by Associate

You are expected to meet 100% of the productivity performance expectation. Please note that if an associate receives a 2nd final or a total of 6 documented counseling write-ups in a rolling 12 months, their employment will end. We are committed to assisting you in improving your productivity performance, and will assist you in addressing any job related barriers that are impacting your ability to meet productivity performance expectations.

Associate Comments

Associate Signature: Acknowledged by [REDACTED]

Date: April 25, 2019, 11:17:44 AM

CONFIDENTIAL**AMZ-BRY001560**

Manager Signature: Acknowledged by Ribble,Jack (BadgeID: 12266802)

Date: April 25, 2019, 11:17:44 AM

CONFIDENTIAL

Acknowledged by associate on May 23, 2019, 5:14:28 PM - Delivered by Ribble,Jack (jackii)

Supportive Feedback Document

Productivity Trend - Documented Coaching



Associate Name: [REDACTED]
Manager Name: Ribble,Jack (DK7-0730)
Created On: May 23, 2019, 5:14:28 PM

Summary

Your recent job performance is not meeting Productivity expectations. Meeting performance standards is a critical component of your job. This document provides specific details about your performance and how you are not meeting expectations. In addition, this document describes the steps you and your manager will take to assist you in improving your performance. As a part of this conversation we are interested in understanding what barriers you think need to be removed, or what improvements can be made which would potentially assist you in improving your performance.

Communication History

The following is a summary of your productivity feedback:

Level	Count	Most Recent
Verbal Positive	18	May 15, 2019
Documented Coaching	1	November 28, 2018
First Written	1	April 24, 2019
Verbal Coaching	1	November 14, 2018
Documented Positive	2	March 20, 2019

Details of Current Incident/Specific Concerns

You have not met Productivity expectations 2 out of the last 6 weeks. See the Trend section below for further details.

Process	Function	LC	Hours	Units	UPH	Expected	% to Goal	% to Curve	Was Borrowed
Pick	RF Pick ItemPicked Medium EACH	Level 5	■	■	■	■	■	■	■
Pick	RF Pick ItemPicked Small EACH	Level 5	■	■	■	■	■	■	■
Transfer Out Pick	RF Pick Transship ItemPicked Medium EACH	Level 5	■	■	■	■	■	■	■
Transfer Out Pick	RF Pick Transship ItemPicked Small EACH	Level 5	■	■	■	■	■	■	■

Performance Trend

Below is a summary of your past Productivity performance.

Period Start	Unit Count	Hours Worked	UPH	% to Goal	% to Curve	Exempted
May 15, 2019, 5:00:00 AM	■	■	■	■	■	■
May 08, 2019, 5:00:00 AM	■	■	■	■	■	■
May 01, 2019, 5:00:00 AM	■	■	■	■	■	■
April 24, 2019, 5:00:00 AM	■	■	■	■	■	■
April 17, 2019, 5:00:00 AM	■	■	■	■	■	■
April 10, 2019, 5:00:00 AM	■	■	■	■	■	■

Areas of Improvement Required by Associate

You are expected to meet 100% of the productivity performance expectation. Please note that if an associate receives a 2nd final or a total of 6 documented counseling write-ups in a rolling 12 months, their employment will end. We are committed to assisting you in improving your productivity performance, and will assist you in addressing any job related barriers that are impacting your ability to meet productivity performance expectations.

Associate Comments

CONFIDENTIAL**AMZ-BRY001562**

CONFIDENTIAL

Associate Signature: Acknowledged by [REDACTED]

Date: May 23, 2019, 5:14:28 PM

Manager Signature: Acknowledged by Ribble,Jack (BadgeID: 12266802)

Date: May 23, 2019, 5:14:28 PM

CONFIDENTIAL

AMZ-BRY001563

CONFIDENTIAL

Acknowledged by associate on November 29, 2018, 5:21:35 PM - Delivered by Ribble,Jack (jackii)

Supportive Feedback Document Productivity Trend - Documented Coaching



Associate Name: [REDACTED]
Manager Name: Ribble,Jack (DK7-0730)
Created On: November 29, 2018, 5:21:35 PM

Summary

Your recent job performance is not meeting Productivity expectations. Meeting performance standards is a critical component of your job. This document provides specific details about your performance and how you are not meeting expectations. In addition, this document describes the steps you and your manager will take to assist you in improving your performance. As a part of this conversation we are interested in understanding what barriers you think need to be removed, or what improvements can be made which would potentially assist you in improving your performance.

Communication History

The following is a summary of your productivity feedback:

Level	Count	Most Recent
Documented Coaching	1	May 02, 2018
Verbal Positive	11	September 05, 2018
Verbal Coaching	3	November 14, 2018

Details of Current Incident/Specific Concerns

You have not met Productivity expectations 2 out of the last 6 weeks. See the Trend section below for further details.

Process	Function	LC	Hours	Units	UPH	Expected	% to Goal	% to Curve	Was Borrowed
Pick	RF Pick ItemPicked Medium EACH	Level 5	■	■	■	■	■	■	■
Pick	RF Pick ItemPicked Small EACH	Level 5	■	■	■	■	■	■	■
Transfer Out Pick	RF Pick Transship ItemPicked Medium EACH	Level 5	■	■	■	■	■	■	■
Transfer Out Pick	RF Pick Transship ItemPicked Small EACH	Level 5	■	■	■	■	■	■	■

Performance Trend

Below is a summary of your past Productivity performance.

Period Start	Unit Count	Hours Worked	UPH	% to Goal	% to Curve	Exempted
November 21, 2018, 5:00:00 AM	■	■	■	■	■	■
November 14, 2018, 5:00:00 AM	■	■	■	■	■	■
November 07, 2018, 5:00:00 AM	■	■	■	■	■	■
October 31, 2018, 5:00:00 AM	■	■	■	■	■	■
October 24, 2018, 5:00:00 AM	■	■	■	■	■	■
October 17, 2018, 5:00:00 AM	■	■	■	■	■	■

Areas of Improvement Required by Associate

You are expected to meet 100% of the productivity performance expectation. Please note that if an associate receives a 2nd final or a total of 6 documented counseling write-ups in a rolling 12 months, their employment will end. We are committed to assisting you in improving your productivity performance, and will assist you in addressing any job related barriers that are impacting your ability to meet productivity performance expectations.

Associate Comments

Associate Signature: Acknowledged by [REDACTED]

Date: November 29, 2018, 5:21:35 PM

CONFIDENTIAL

AMZ-BRY001564

Manager Signature: Acknowledged by Ribble,Jack (BadgeID: 12266802)

Date: November 29, 2018, 5:21:35 PM

CONFIDENTIAL

Acknowledged by associate on May 04, 2018, 1:31:23 PM - Delivered by Ming,Shawn (shawming)

Supportive Feedback Document

Productivity Trend - Documented Coaching



Associate Name: [REDACTED]
Manager Name: Domio,Saquae (DK7-0730)
Created On: May 04, 2018, 1:31:23 PM

Summary

Your recent job performance is not meeting Productivity expectations. Meeting performance standards is a critical component of your job. This document provides specific details about your performance and how you are not meeting expectations. In addition, this document describes the steps you and your manager will take to assist you in improving your performance. As a part of this conversation we are interested in understanding what barriers you think need to be removed, or what improvements can be made which would potentially assist you in improving your performance.

Communication History

The following is a summary of your productivity feedback:

Level	Count	Most Recent
Documented Coaching	1	May 24, 2017
Verbal Coaching	3	March 28, 2018
First Written	1	June 07, 2017
Verbal Positive	17	April 11, 2018

Details of Current Incident/Specific Concerns

You have not met Productivity expectations 2 out of the last 6 weeks. See the Trend section below for further details.

Process	Function	LC	Hours	Units	UPH	Expected	% to Goal	% to Curve	Was Borrowed
IC-QA-CS	SBC - Other SimpleBinCount Total EACH	Level 3	■	■	■	■	■	■	■
Pick	RF Pick ItemPicked Medium EACH	Level 5	■	■	■	■	■	■	■
Pick	RF Pick ItemPicked Small EACH	Level 5	■	■	■	■	■	■	■
Transfer Out Pick	RF Pick Transship ItemPicked Medium EACH	Level 5	■	■	■	■	■	■	■
Transfer Out Pick	RF Pick Transship ItemPicked Small EACH	Level 5	■	■	■	■	■	■	■

Performance Trend

Below is a summary of your past Productivity performance.

Period Start	Unit Count	Hours Worked	UPH	% to Goal	% to Curve	Exempted
April 25, 2018, 5:00:00 AM	■	■	■	■	■	■
April 18, 2018, 5:00:00 AM	■	■	■	■	■	■
April 11, 2018, 5:00:00 AM	■	■	■	■	■	■
April 04, 2018, 5:00:00 AM	■	■	■	■	■	■
March 28, 2018, 5:00:00 AM	■	■	■	■	■	■
March 21, 2018, 5:00:00 AM	■	■	■	■	■	■

Areas of Improvement Required by Associate

You are expected to meet 100% of the productivity performance expectation. Please note that if an associate receives a 2nd final or a total of 6 documented counseling write-ups in a rolling 12 months, their employment will end. We are committed to assisting you in improving your productivity performance, and will assist you in addressing any job related barriers that are impacting your ability to meet productivity performance expectations.

Associate Comments

CONFIDENTIAL

AMZ-BRY001566

CONFIDENTIAL

Associate Signature: Acknowledged by [REDACTED]

Date: May 04, 2018, 1:31:23 PM

Manager Signature: Acknowledged by Ming,Shawn (BadgeID: 11353910)

Date: May 04, 2018, 1:31:23 PM

CONFIDENTIAL

AMZ-BRY001567

CONFIDENTIAL

Acknowledged by associate on May 25, 2017, 5:02:01 PM - Delivered by LLuberes,Rodolfo Antonio (lluberes)

Supportive Feedback Document

Productivity Trend - Documented Coaching

**Associate Name:** [REDACTED]**Manager Name:** Googins, Stanley Joseph (DK7-0730)**Created On:** May 25, 2017, 5:02:01 PM

Summary

Your recent job performance is not meeting Productivity expectations. Meeting performance standards is a critical component of your job. This document provides specific details about your performance and how you are not meeting expectations. In addition, this document describes the steps you and your manager will take to assist you in improving your performance. As a part of this conversation we are interested in understanding what barriers you think need to be removed, or what improvements can be made which would potentially assist you in improving your performance.

Communication History

The following is a summary of your productivity feedback:

Level	Count	Most Recent
Verbal Positive	10	May 10, 2017
Verbal Coaching	5	May 17, 2017
Documented Coaching	2	March 15, 2017

Details of Current Incident/Specific Concerns

You have not met Productivity expectations 2 out of the last 6 weeks. See the Trend section below for further details.

Process	Function	LC	Hours	Units	UPH	Expected	% to Goal	% to Curve	Was Borrowed
Pick	RF Pick ItemPicked Total EACH	Level 5							
Transfer Out Pick	RF Pick Transship ItemPicked Total EACH	Level 5							

Performance Trend

Below is a summary of your past Productivity performance.

Period Start	Unit Count	Hours Worked	UPH	% to Goal	% to Curve	Exempted
May 17, 2017, 5:00:00 AM						
May 10, 2017, 5:00:00 AM						
May 03, 2017, 5:00:00 AM						
April 26, 2017, 5:00:00 AM						
April 19, 2017, 5:00:00 AM						
April 12, 2017, 5:00:00 AM						

Areas of Improvement Required by Associate

You are expected to meet 100% of the productivity performance expectation. Please note that if an associate receives a 2nd final or a total of 6 documented counseling write-ups in a rolling 12 months, their employment will end. We are committed to assisting you in improving your productivity performance, and will assist you in addressing any job related barriers that are impacting your ability to meet productivity performance expectations.

Associate Comments

Associate Signature: Acknowledged by [REDACTED]

Date: May 25, 2017, 5:02:01 PM

Manager Signature: Acknowledged by LLuberes,Rodolfo Antonio (BadgelD: 0044828)

Date: May 25, 2017, 5:02:01 PM

CONFIDENTIAL**AMZ-BRY001568**

CONFIDENTIAL

Acknowledged by associate on March 18, 2017, 8:21:39 AM - Delivered by Skudera,Samantha Carol (skuderas)

Supportive Feedback Document

Productivity Trend - Documented Coaching

**Associate Name:** [REDACTED]**Manager Name:** Skudera,Samantha Carol (DK7-0730)**Created On:** March 18, 2017, 8:21:39 AM

Summary

Your recent job performance is not meeting Productivity expectations. Meeting performance standards is a critical component of your job. This document provides specific details about your performance and how you are not meeting expectations. In addition, this document describes the steps you and your manager will take to assist you in improving your performance. As a part of this conversation we are interested in understanding what barriers you think need to be removed, or what improvements can be made which would potentially assist you in improving your performance.

Communication History

The following is a summary of your productivity feedback:

Level	Count	Most Recent
Verbal Coaching	4	February 15, 2017
Documented Coaching	1	December 07, 2016
Verbal Positive	6	February 22, 2017

Details of Current Incident/Specific Concerns

You have not met Productivity expectations 2 out of the last 6 weeks. See the Trend section below for further details.

Process	Function	LC	Hours	Units	UPH	Expected	% to Goal	% to Curve	Was Borrowed
Pick	RF Pick ItemPicked Total EACH	Level 5	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
Transfer Out Pick	RF Pick Transship ItemPicked Total EACH	Level 5	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]

Performance Trend

Below is a summary of your past Productivity performance.

Period Start	Unit Count	Hours Worked	UPH	% to Goal	% to Curve	Exempted
March 08, 2017, 5:00:00 AM	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
March 01, 2017, 5:00:00 AM	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
February 22, 2017, 5:00:00 AM	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
February 15, 2017, 5:00:00 AM	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
February 08, 2017, 5:00:00 AM	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
February 01, 2017, 5:00:00 AM	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]

Areas of Improvement Required by Associate

You are expected to meet 100% of the productivity performance expectation. Please note that if an associate receives a 2nd final or a total of 6 documented counseling write-ups in a rolling 12 months, their employment will end. We are committed to assisting you in improving your productivity performance, and will assist you in addressing any job related barriers that are impacting your ability to meet productivity performance expectations.

Associate Comments

Associate Signature: Acknowledged by [REDACTED]

Date: March 18, 2017, 8:21:39 AM

Manager Signature: Acknowledged by Skudera,Samantha Carol (BadgelD: 11349640)

Date: March 18, 2017, 8:21:39 AM

CONFIDENTIAL**AMZ-BRY001570**

CONFIDENTIAL

Acknowledged by associate on December 08, 2016, 11:33:51 AM - Delivered by Campbell,Mitchell Thomas (campmitc)

Supportive Feedback Document Productivity Trend - Documented Coaching

**Associate Name:** [REDACTED]**Manager Name:** Skudera,Samantha Carol (DK7-0730)**Created On:** December 08, 2016, 11:33:51 AM

Summary

Your recent job performance is not meeting Productivity expectations. Meeting performance standards is a critical component of your job. This document provides specific details about your performance and how you are not meeting expectations. In addition, this document describes the steps you and your manager will take to assist you in improving your performance. As a part of this conversation we are interested in understanding what barriers you think need to be removed, or what improvements can be made which would potentially assist you in improving your performance.

Communication History

The following is a summary of your productivity feedback:

Level	Count	Most Recent
Verbal Coaching	3	November 30, 2016

Details of Current Incident/Specific Concerns

You have not met Productivity expectations 4 out of the last 6 weeks. See the Trend section below for further details.

Process	Function	LC	Hours	Units	UPH	Expected	% to Goal	% to Curve	Was Borrowed
Pick	RF Pick ItemPicked Total EACH	Level 4							
Transfer Out Pick	RF Pick Transship ItemPicked Total EACH	Level 4							

Performance Trend

Below is a summary of your past Productivity performance.

Period Start	Unit Count	Hours Worked	UPH	% to Goal	% to Curve	Exempted
November 30, 2016, 5:00:00 AM						
November 23, 2016, 5:00:00 AM						
November 16, 2016, 5:00:00 AM						
November 09, 2016, 5:00:00 AM						
November 02, 2016, 5:00:00 AM						
October 26, 2016, 5:00:00 AM						

Areas of Improvement Required by Associate

You are expected to meet 100% of the productivity performance expectation. Please note that if an associate receives a 2nd final or a total of 6 documented counseling write-ups in a rolling 12 months, their employment will end. We are committed to assisting you in improving your productivity performance, and will assist you in addressing any job related barriers that are impacting your ability to meet productivity performance expectations.

Associate Comments

Associate Signature: Acknowledged by [REDACTED]**Date:** December 08, 2016, 11:33:51 AM**Manager Signature:** Acknowledged by Campbell,Mitchell Thomas (BadgelD: 11354103)**Date:** December 08, 2016, 11:33:51 AM**CONFIDENTIAL****AMZ-BRY001572**

CONFIDENTIAL

Acknowledged by associate on June 19, 2019, 2:50:05 PM - Delivered by Ribble,Jack (jackii)

Supportive Feedback Document

Productivity Trend - Documented Coaching



Associate Name: [REDACTED]
Manager Name: Ribble,Jack (DK7-0730)
Created On: June 19, 2019, 2:50:05 PM

Summary

Your recent job performance is not meeting Productivity expectations. Meeting performance standards is a critical component of your job. This document provides specific details about your performance and how you are not meeting expectations. In addition, this document describes the steps you and your manager will take to assist you in improving your performance. As a part of this conversation we are interested in understanding what barriers you think need to be removed, or what improvements can be made which would potentially assist you in improving your performance.

Communication History

The following is a summary of your productivity feedback:

Level	Count	Most Recent
Documented Coaching	2	May 22, 2019
First Written	1	April 24, 2019
Verbal Coaching	1	November 14, 2018
Verbal Positive	20	June 12, 2019
Documented Positive	2	March 20, 2019

Details of Current Incident/Specific Concerns

You have not met Productivity expectations 2 out of the last 6 weeks. See the Trend section below for further details.

Process	Function	LC	Hours	Units	UPH	Expected	% to Goal	% to Curve	Was Borrowed
IC-QA-CS	SBC - Other SimpleBinCount Total EACH	Level 5	■	■	■	■	■	■	■
Pick	RF Pick ItemPicked Medium EACH	Level 5	■	■	■	■	■	■	■
Pick	RF Pick ItemPicked Small EACH	Level 5	■	■	■	■	■	■	■
Transfer Out Pick	RF Pick Transship ItemPicked Medium EACH	Level 5	■	■	■	■	■	■	■
Transfer Out Pick	RF Pick Transship ItemPicked Small EACH	Level 5	■	■	■	■	■	■	■

Performance Trend

Below is a summary of your past Productivity performance.

Period Start	Unit Count	Hours Worked	UPH	% to Goal	% to Curve	Exempted
June 12, 2019, 5:00:00 AM	■	■	■	■	■	■
June 05, 2019, 5:00:00 AM	■	■	■	■	■	■
May 29, 2019, 5:00:00 AM	■	■	■	■	■	■
May 22, 2019, 5:00:00 AM	■	■	■	■	■	■
May 15, 2019, 5:00:00 AM	■	■	■	■	■	■
May 08, 2019, 5:00:00 AM	■	■	■	■	■	■

Areas of Improvement Required by Associate

You are expected to meet 100% of the productivity performance expectation. Please note that If an associate receives a 2nd final or a total of 6 documented counseling write-ups in a rolling 12 months, their employment will end. We are committed to assisting you in improving your productivity performance, and will assist you in addressing any job related barriers that are impacting your ability to meet productivity performance expectations.

Associate Comments

CONFIDENTIAL

AMZ-BRY001574

CONFIDENTIAL

Associate Signature: Acknowledged by [REDACTED]

Date: June 19, 2019, 2:50:05 PM

Manager Signature: Acknowledged by Ribble,Jack (BadgeID: 12266802)

Date: June 19, 2019, 2:50:05 PM

CONFIDENTIAL

AMZ-BRY001575

CONFIDENTIAL

Acknowledged by associate on April 26, 2017, 2:55:17 PM - Delivered by Rush,Sarah (sararush)

Supportive Feedback Document Quality - Documented Positive



Associate Name: [REDACTED]

Manager Name: Skudera,Samantha Carol (DK7-0730)

Created On: April 26, 2017, 2:55:17 PM

Summary

Your recent job performance has met or exceeded Quality expectations. Your manager and Amazon.com would like to take a moment to recognize your performance and thank you for your hard work.

Communication History

The following is a summary of your quality feedback:

Level	Count	Most Recent
Verbal Positive	4	April 19, 2017, 5:00:00 AM
Documented Coaching	1	November 16, 2016, 5:00:00 AM
Verbal Coaching	2	March 08, 2017, 5:00:00 AM
First Written	1	December 14, 2016, 5:00:00 AM
Documented Positive	4	February 22, 2017, 5:00:00 AM

Details of Current Incident/Specific Concerns * Expected DPMO is per error family and not per error type

Error Family	Error Type	Errors Discovered	Units Processed	Expected DPMO*
Pick	-	1	1	1

Error Listing * Up to 20 most recent errors shown

Date	Error Family	Error Type	Details
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Performance Trend

Below is a summary of your past Quality performance.

Period Start	Unit Processed	Errors Discovered	DPMO	Performance %	Exempted
April 19, 2017	1	1	1	100	0
April 12, 2017	1	1	1	100	0
April 05, 2017	1	1	1	100	0
March 29, 2017	1	1	1	100	0
March 22, 2017	1	1	1	100	0
March 15, 2017	1	1	1	100	0

Associate Comments

Associate Signature: Acknowledged by [REDACTED]

Date: April 26, 2017, 2:55:17 PM

Manager Signature: Acknowledged by Rush,Sarah (BadgeID: 0244954)

Date: April 26, 2017, 2:55:17 PM

CONFIDENTIAL

AMZ-BRY001576

CONFIDENTIAL

Acknowledged by associate on February 22, 2017, 2:57:42 PM - Delivered by Van Note Jr,Ronald (ronanote)

Supportive Feedback Document Quality - Documented Positive



Associate Name: [REDACTED]

Manager Name: Skudera,Samantha Carol (DK7-0730)

Created On: February 22, 2017, 2:57:42 PM

Summary

Your recent job performance has met or exceeded Quality expectations. Your manager and Amazon.com would like to take a moment to recognize your performance and thank you for your hard work.

Communication History

The following is a summary of your quality feedback:

Level	Count	Most Recent
Documented Coaching	1	November 16, 2016, 5:00:00 AM
Documented Positive	3	February 08, 2017, 5:00:00 AM
First Written	1	December 14, 2016, 5:00:00 AM
Verbal Positive	2	February 01, 2017, 5:00:00 AM
Verbal Coaching	1	November 09, 2016, 5:00:00 AM

Details of Current Incident/Specific Concerns * Expected DPMO is per error family and not per error type

Error Family	Error Type	Errors Discovered	Units Processed	Expected DPMO*
Pick	-	1	1	1

Error Listing * Up to 20 most recent errors shown

Date	Error Family	Error Type	Details
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Performance Trend

Below is a summary of your past Quality performance.

Period Start	Unit Processed	Errors Discovered	DPMO	Performance %	Exempted
February 15, 2017	1	1	1	100	0
February 08, 2017	1	1	1	100	0
February 01, 2017	1	1	1	100	0
January 25, 2017	1	1	1	100	0
January 18, 2017	1	1	1	100	0
January 11, 2017	1	1	1	100	0

Associate Comments

Associate Signature: Acknowledged by [REDACTED]

Date: February 22, 2017, 2:57:42 PM

Manager Signature: Acknowledged by Van Note Jr,Ronald (BadgelD: 0101056)

Date: February 22, 2017, 2:57:42 PM

CONFIDENTIAL

AMZ-BRY001578

CONFIDENTIAL

Acknowledged by associate on February 09, 2017, 11:57:29 AM - Delivered by Van Note Jr,Ronald (ronanote)

Supportive Feedback Document Quality - Documented Positive

**Associate Name:** [REDACTED]**Manager Name:** Skudera,Samantha Carol (DK7-0730)**Created On:** February 09, 2017, 11:57:29 AM

Summary

Your recent job performance has met or exceeded Quality expectations. Your manager and Amazon.com would like to take a moment to recognize your performance and thank you for your hard work.

Communication History

The following is a summary of your quality feedback:

Level	Count	Most Recent
Documented Positive	2	January 18, 2017, 5:00:00 AM
Documented Coaching	1	November 16, 2016, 5:00:00 AM
Verbal Coaching	1	November 09, 2016, 5:00:00 AM
Verbal Positive	2	February 01, 2017, 5:00:00 AM
First Written	1	December 14, 2016, 5:00:00 AM

Details of Current Incident/Specific Concerns * Expected DPMO is per error family and not per error type

Error Family	Error Type	Errors Discovered	Units Processed	Expected DPMO*
Pick	-	1	1	1

Error Listing * Up to 20 most recent errors shown

Date	Error Family	Error Type	Details
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Performance Trend

Below is a summary of your past Quality performance.

Period Start	Unit Processed	Errors Discovered	DPMO	Performance %	Exempted
February 01, 2017	1	1	1	100	0
January 25, 2017	1	1	1	100	0
January 18, 2017	1	1	1	100	0
January 11, 2017	1	1	1	100	0
January 04, 2017	1	1	1	100	0
December 28, 2016	1	1	1	100	0

Associate Comments

Associate Signature: Acknowledged by [REDACTED]**Date:** February 09, 2017, 11:57:29 AM**Manager Signature:** Acknowledged by Van Note Jr,Ronald (BadgelD: 0101056)**Date:** February 09, 2017, 11:57:29 AM**CONFIDENTIAL****AMZ-BRY001580**

CONFIDENTIAL

Acknowledged by associate on January 18, 2017, 2:09:02 PM - Delivered by Clemons,Maurice (maclemo)

Supportive Feedback Document Quality - Documented Positive

**Associate Name:** [REDACTED]**Manager Name:** Skudera,Samantha Carol (DK7-0730)**Created On:** January 18, 2017, 2:09:02 PM

Summary

Your recent job performance has met or exceeded Quality expectations. Your manager and Amazon.com would like to take a moment to recognize your performance and thank you for your hard work.

Communication History

The following is a summary of your quality feedback:

Level	Count	Most Recent
First Written	1	December 14, 2016, 5:00:00 AM
Documented Coaching	1	November 16, 2016, 5:00:00 AM
Documented Positive	1	January 11, 2017, 5:00:00 AM
Verbal Coaching	1	November 09, 2016, 5:00:00 AM

Details of Current Incident/Specific Concerns * Expected DPMO is per error family and not per error type

Error Family	Error Type	Errors Discovered	Units Processed	Expected DPMO*
Pick	-	1	1	1

Error Listing * Up to 20 most recent errors shown

Date	Error Family	Error Type	Details
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Performance Trend

Below is a summary of your past Quality performance.

Period Start	Unit Processed	Errors Discovered	DPMO	Performance %	Exempted
January 11, 2017	1	1	1	100	0
January 04, 2017	1	1	1	100	0
December 28, 2016	1	1	1	100	0
December 21, 2016	1	1	1	100	0
December 07, 2016	1	1	1	100	0

Associate Comments

Associate Signature: Acknowledged by [REDACTED]**Date:** January 18, 2017, 2:09:02 PM**Manager Signature:** Acknowledged by Clemons,Maurice (BadgeID: 0085299)**Date:** January 18, 2017, 2:09:02 PM**CONFIDENTIAL****AMZ-BRY001582**

CONFIDENTIAL

Acknowledged by associate on January 12, 2017, 1:42:58 PM - Delivered by Van Note Jr,Ronald (ronanote)

Supportive Feedback Document Quality - Documented Positive

**Associate Name:** [REDACTED]**Manager Name:** Skudera,Samantha Carol (DK7-0730)**Created On:** January 12, 2017, 1:42:58 PM

Summary

Your recent job performance has met or exceeded Quality expectations. Your manager and Amazon.com would like to take a moment to recognize your performance and thank you for your hard work.

Communication History

The following is a summary of your quality feedback:

Level	Count	Most Recent
Documented Coaching	1	November 16, 2016, 5:00:00 AM
Verbal Coaching	1	November 09, 2016, 5:00:00 AM
First Written	1	December 14, 2016, 5:00:00 AM

Details of Current Incident/Specific Concerns * Expected DPMO is per error family and not per error type

Error Family	Error Type	Errors Discovered	Units Processed	Expected DPMO*
Pick	-	1	1	1

Error Listing * Up to 20 most recent errors shown

Date	Error Family	Error Type	Details
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Performance Trend

Below is a summary of your past Quality performance.

Period Start	Unit Processed	Errors Discovered	DPMO	Performance %	Exempted
January 04, 2017	1	1	1	100	0
December 28, 2016	1	1	1	100	0
December 21, 2016	1	1	1	100	0
December 07, 2016	1	1	1	100	0
November 30, 2016	1	1	1	100	0

Associate Comments

Associate Signature: Acknowledged by [REDACTED]**Date:** January 12, 2017, 1:42:58 PM**Manager Signature:** Acknowledged by Van Note Jr,Ronald (BadgeID: 0101056)**Date:** January 12, 2017, 1:42:58 PM**CONFIDENTIAL****AMZ-BRY001583**

CONFIDENTIAL

Acknowledged by associate on December 17, 2016, 8:24:46 AM - Delivered by Skudera,Samantha Carol (skuderas)

Supportive Feedback Document Quality - First Written

**Associate Name:** [REDACTED]**Manager Name:** Skudera,Samantha Carol (DK7-0730)**Created On:** December 17, 2016, 8:24:46 AM

Summary

Your recent job performance is not meeting Quality expectations. Meeting performance standards is a critical component of your job. This document provides specific details about your performance and how you are not meeting expectations. In addition, this document describes the steps you and your manager will take to assist you in improving your performance. As a part of this conversation we are interested in understanding what barriers you think need to be removed, or what improvements can be made which would potentially assist you in improving your performance.

Communication History

The following is a summary of your quality feedback:

Level	Count	Most Recent
Documented Coaching	1	November 16, 2016, 5:00:00 AM
Verbal Coaching	1	November 09, 2016, 5:00:00 AM

Details of Current Incident/Specific Concerns * Expected DPMO is per error family and not per error type

Error Family	Error Type	Errors Discovered	Units Processed	Expected DPMO*
Pick	Wrong Adjustment	1	1	1

Error Listing * Up to 20 most recent errors shown

Date	Error Family	Error Type	Details
December 07, 2016, 12:24:24 AM	Pick	Wrong Adjustment	[REDACTED]
December 06, 2016, 8:56:45 AM	Pick	Wrong Adjustment	[REDACTED]
December 06, 2016, 4:00:12 AM	Pick	Wrong Adjustment	[REDACTED]
December 05, 2016, 11:04:55 PM	Pick	Wrong Adjustment	[REDACTED]

CONFIDENTIAL**AMZ-BRY001584**

CONFIDENTIAL

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Performance Trend

Below is a summary of your past Quality performance.

Period Start	Unit Processed	Errors Discovered	DPMO	Performance %	Exempted
December 07, 2016					
November 30, 2016					
November 23, 2016					
November 16, 2016					
November 09, 2016					
November 02, 2016					

Areas of Improvement Required by Associate

You are expected to meet 100% of the quality performance expectation. Please note that If an associate receives a 2nd final or a total of 6 documented counseling write-ups in a rolling 12 months, their employment will end. We are committed to assisting you in improving your quality performance, and will assist you in addressing any job related barriers that are impacting your ability to meet quality expectations.

Associate Comments

Associate Signature: Acknowledged by

Date: December 17, 2016, 8:24:46 AM

Manager Signature: Acknowledged by Skudera,Samantha Carol (BadgeID: 11349640)

Date: December 17, 2016, 8:24:46 AM

CONFIDENTIAL**AMZ-BRY001585**

CONFIDENTIAL

Acknowledged by associate on September 13, 2017, 11:59:00 AM - Delivered by Bushner, Jacob P (jpbushne)

Supportive Feedback Document Quality - Final Written



Associate Name: [REDACTED]
Manager Name: Bushner, Jacob P (DK7-0730)
Created On: September 13, 2017, 11:59:00 AM

Summary

Your recent job performance is not meeting Quality expectations. Meeting performance standards is a critical component of your job. This document provides specific details about your performance and how you are not meeting expectations. In addition, this document describes the steps you and your manager will take to assist you in improving your performance. As a part of this conversation we are interested in understanding what barriers you think need to be removed, or what improvements can be made which would potentially assist you in improving your performance.

Communication History

The following is a summary of your quality feedback:

Level	Count	Most Recent
Documented Coaching	1	November 16, 2016, 5:00:00 AM
Verbal Coaching	4	August 09, 2017, 5:00:00 AM
Documented Positive	5	April 26, 2017, 5:00:00 AM
First Written	1	December 14, 2016, 5:00:00 AM
Verbal Positive	5	May 03, 2017, 5:00:00 AM

Details of Current Incident/Specific Concerns * Expected DPMO is per error family and not per error type

Error Family	Error Type	Errors Discovered	Units Processed	Expected DPMO*
Pick	Wrong Adjustment	1	1	1

Error Listing * Up to 20 most recent errors shown

Date	Error Family	Error Type	Details
September 08, 2017, 11:20:29 AM	Pick	Wrong Adjustment	[REDACTED]
September 08, 2017, 10:47:06 AM	Pick	Wrong Adjustment	[REDACTED]

CONFIDENTIAL**AMZ-BRY001586**

CONFIDENTIAL

Performance Trend

Below is a summary of your past Quality performance.

Period Start	Unit Processed	Errors Discovered	DPMO	Performance %	Exempted
September 06, 2017					
August 23, 2017					
August 16, 2017					
August 09, 2017					
August 02, 2017					

Areas of Improvement Required by Associate

You are expected to meet 100% of the quality performance expectation. Please note that If an associate receives a 2nd final or a total of 6 documented counseling write-ups in a rolling 12 months, their employment will end. We are committed to assisting you in improving your quality performance, and will assist you in addressing any job related barriers that are impacting your ability to meet quality expectations.

Associate Comments

Associate Signature: Acknowledged by

Date: September 13, 2017, 11:59:00 AM

Manager Signature: Acknowledged by Bushner, Jacob P (BadgeID: 0078754)

Date: September 13, 2017, 11:59:00 AM

CONFIDENTIAL**AMZ-BRY001587**

CONFIDENTIAL

Acknowledged by associate on November 16, 2016, 1:39:16 PM - Delivered by Skudera,Samantha Carol (skuderas)

Supportive Feedback Document Quality Trend - Documented Coaching

**Associate Name:** [REDACTED]**Manager Name:** Skudera,Samantha Carol (DK7-0730)**Created On:** November 16, 2016, 1:39:16 PM

Summary

Your recent job performance is not meeting Quality expectations. Meeting performance standards is a critical component of your job. This document provides specific details about your performance and how you are not meeting expectations. In addition, this document describes the steps you and your manager will take to assist you in improving your performance. As a part of this conversation we are interested in understanding what barriers you think need to be removed, or what improvements can be made which would potentially assist you in improving your performance.

Communication History

The following is a summary of your quality feedback:

Level	Count	Most Recent
Verbal Coaching	1	November 09, 2016, 5:00:00 AM

Details of Current Incident/Specific Concerns * Expected DPMO is per error family and not per error type

You have not met Quality expectations 2 out of the last 6 weeks. See the Trend section below for further details.

Error Family	Error Type	Errors Discovered	Units Processed	Expected DPMO*
Pick	Wrong Adjustment	1	1	1

Error Listing * Up to 20 most recent errors shown

Date	Error Family	Error Type	Details
November 09, 2016, 5:45:19 AM	Pick	Wrong Adjustment	[REDACTED]
November 09, 2016, 2:37:34 AM	Pick	Wrong Adjustment	[REDACTED]
November 08, 2016, 12:24:05 AM	Pick	Wrong Adjustment	[REDACTED]
November 08, 2016, 12:21:01 AM	Pick	Wrong Adjustment	[REDACTED]

CONFIDENTIAL**AMZ-BRY001588**

Performance Trend

Areas of Improvement Required by Associate

Associate Comments

Date: November 16, 2016, 1:39:16 PM

CONFIDENTIAL

Acknowledged by associate on October 09, 2020, 2:22:55 PM - Delivered by McCoy,Bill (wmmcco)

Supportive Feedback Document Unpaid Personal Time - Notice



Associate Name: [REDACTED]
Manager Name: McCoy,Bill (DK7-0715)
Created On: October 09, 2020, 2:22:55 PM

Summary

We value you as a team member and appreciate the effort you give to ensure we are the Earth's most customer centric company! As an owner, we want you to be successful. You start your employment with a bank of Unpaid Personal Time (UPT), in addition to paid vacation and personal time. Your UPT bank is refreshed with an additional 20 hours each quarter (up to a maximum of 80 hours). This conversation is to make sure you know where you stand with your bank of UPT and the date your bank will be refreshed. This is just a friendly reminder: if your UPT balance is depleted past zero and you have no paid personal time available or other approved leave options, as described in the attendance policy, termination of employment will occur. So, please make sure you track your UPT balance and manage your time. If you have questions or need help, just ask!

Communication History

The following is a summary of your unpaid personal time feedback:

Level	Count	Most Recent
Notice	5	August 21, 2020, 12:00:00 AM

Details of Current Incident/Specific Concerns

We value you as a team member and appreciate the effort you give to ensure we are the Earth's most customer centric company! As an owner, we want you to be successful. You start your employment with a bank of Unpaid Personal Time (UPT), in addition to paid vacation and personal time. Your UPT bank is refreshed with an additional 20 hours each quarter (up to a maximum of 80 hours). This conversation is to make sure you know where you stand with your bank of UPT and the date your bank will be refreshed. Your next 20-hour allotment of UPT will be deposited into your UPT bank on: **January 01, 2021**, Current UPT Balance is **15**, As of: **October 09, 2020**

Associate Comments

Associate Signature: Acknowledged by [REDACTED]

Date: October 09, 2020, 2:22:55 PM

Manager Signature: Acknowledged by McCoy,Bill (BadgeID: 12762186)

Date: October 09, 2020, 2:22:55 PM

CONFIDENTIAL**AMZ-BRY001590**

CONFIDENTIAL

Acknowledged by associate on August 21, 2020, 9:28:02 AM - Delivered by McCoy,Bill (wmmcco)

Supportive Feedback Document Unpaid Personal Time - Notice



Associate Name: [REDACTED]
Manager Name: McCoy,Bill (DK7-0715)
Created On: August 21, 2020, 9:28:02 AM

Summary

We value you as a team member and appreciate the effort you give to ensure we are the Earth's most customer centric company! As an owner, we want you to be successful. You start your employment with a bank of Unpaid Personal Time (UPT), in addition to paid vacation and personal time. Your UPT bank is refreshed with an additional 20 hours each quarter (up to a maximum of 80 hours). This conversation is to make sure you know where you stand with your bank of UPT and the date your bank will be refreshed. This is just a friendly reminder: if your UPT balance is depleted past zero and you have no paid personal time available or other approved leave options, as described in the attendance policy, termination of employment will occur. So, please make sure you track your UPT balance and manage your time. If you have questions or need help, just ask!

Communication History

The following is a summary of your unpaid personal time feedback:

Level	Count	Most Recent
Notice	4	June 12, 2020, 12:00:00 AM

Details of Current Incident/Specific Concerns

We value you as a team member and appreciate the effort you give to ensure we are the Earth's most customer centric company! As an owner, we want you to be successful. You start your employment with a bank of Unpaid Personal Time (UPT), in addition to paid vacation and personal time. Your UPT bank is refreshed with an additional 20 hours each quarter (up to a maximum of 80 hours). This conversation is to make sure you know where you stand with your bank of UPT and the date your bank will be refreshed. Your next 20-hour allotment of UPT will be deposited into your UPT bank on: **October 01, 2020**, Current UPT Balance is **13**, As of: **August 21, 2020**

Associate Comments

Associate Signature: Acknowledged by [REDACTED]

Date: August 21, 2020, 9:28:02 AM

Manager Signature: Acknowledged by McCoy,Bill (BadgeID: 12762186)

Date: August 21, 2020, 9:28:02 AM

CONFIDENTIAL**AMZ-BRY001591**

CONFIDENTIAL

Acknowledged by associate on June 17, 2020, 11:15:11 AM - Delivered by Bixby,Jessie (jesbixby)

Supportive Feedback Document Unpaid Personal Time - Notice



Associate Name: [REDACTED]
Manager Name: Leuck,Lawrence (DK7-0715)
Created On: June 17, 2020, 11:15:11 AM

Summary

We value you as a team member and appreciate the effort you give to ensure we are the Earth's most customer centric company! As an owner, we want you to be successful. You start your employment with a bank of Unpaid Personal Time (UPT), in addition to paid vacation and personal time. Your UPT bank is refreshed with an additional 20 hours each quarter (up to a maximum of 80 hours). This conversation is to make sure you know where you stand with your bank of UPT and the date your bank will be refreshed. This is just a friendly reminder: if your UPT balance is depleted past zero and you have no paid personal time available or other approved leave options, as described in the attendance policy, termination of employment will occur. So, please make sure you track your UPT balance and manage your time. If you have questions or need help, just ask!

Communication History

The following is a summary of your unpaid personal time feedback:

Level	Count	Most Recent
Notice	5	May 28, 2020, 12:00:00 AM

Details of Current Incident/Specific Concerns

We value you as a team member and appreciate the effort you give to ensure we are the Earth's most customer centric company! As an owner, we want you to be successful. You start your employment with a bank of Unpaid Personal Time (UPT), in addition to paid vacation and personal time. Your UPT bank is refreshed with an additional 20 hours each quarter (up to a maximum of 80 hours). This conversation is to make sure you know where you stand with your bank of UPT and the date your bank will be refreshed. Your next 20-hour allotment of UPT will be deposited into your UPT bank on: **July 01, 2020**, Current UPT Balance is **13**, As of: **June 16, 2020**

Associate Comments

Associate Signature: Acknowledged by [REDACTED]

Date: June 17, 2020, 11:15:11 AM

Manager Signature: Acknowledged by Bixby,Jessie (BadgelD: 12343098)

Date: June 17, 2020, 11:15:11 AM

CONFIDENTIAL**AMZ-BRY001592**

CONFIDENTIAL

Acknowledged by associate on June 03, 2020, 12:18:59 PM - Delivered by Bixby,Jessie (jesbixby)

Supportive Feedback Document Unpaid Personal Time - Notice



Associate Name: [REDACTED]
Manager Name: Leuck,Lawrence (DK7-0715)
Created On: June 03, 2020, 12:18:59 PM

Summary

We value you as a team member and appreciate the effort you give to ensure we are the Earth's most customer centric company! As an owner, we want you to be successful. You start your employment with a bank of Unpaid Personal Time (UPT), in addition to paid vacation and personal time. Your UPT bank is refreshed with an additional 20 hours each quarter (up to a maximum of 80 hours). This conversation is to make sure you know where you stand with your bank of UPT and the date your bank will be refreshed. This is just a friendly reminder: if your UPT balance is depleted past zero and you have no paid personal time available or other approved leave options, as described in the attendance policy, termination of employment will occur. So, please make sure you track your UPT balance and manage your time. If you have questions or need help, just ask!

Communication History

The following is a summary of your unpaid personal time feedback:

Level	Count	Most Recent
Notice	4	February 28, 2020, 12:00:00 AM

Details of Current Incident/Specific Concerns

We value you as a team member and appreciate the effort you give to ensure we are the Earth's most customer centric company! As an owner, we want you to be successful. You start your employment with a bank of Unpaid Personal Time (UPT), in addition to paid vacation and personal time. Your UPT bank is refreshed with an additional 20 hours each quarter (up to a maximum of 80 hours). This conversation is to make sure you know where you stand with your bank of UPT and the date your bank will be refreshed. Your next 20-hour allotment of UPT will be deposited into your UPT bank on: **July 01, 2020**, Current UPT Balance is 13, As of: **May 29, 2020**

Associate Comments

Associate Signature: Acknowledged by [REDACTED]

Date: June 03, 2020, 12:18:59 PM

Manager Signature: Acknowledged by Bixby,Jessie (BadgelD: 12343098)

Date: June 03, 2020, 12:18:59 PM

CONFIDENTIAL**AMZ-BRY001593**

CONFIDENTIAL

Acknowledged by associate on March 04, 2020, 11:47:42 AM - Delivered by Tanner,Muneer (muneert)

Supportive Feedback Document Unpaid Personal Time - Notice



Associate Name: [REDACTED]
Manager Name: Tanner,Muneer (DK7-0730)
Created On: March 04, 2020, 11:47:42 AM

Summary

We value you as a team member and appreciate the effort you give to ensure we are the Earth's most customer centric company! As an owner, we want you to be successful. You start your employment with a bank of Unpaid Personal Time (UPT), in addition to paid vacation and personal time. Your UPT bank is refreshed with an additional 20 hours each quarter (up to a maximum of 80 hours). This conversation is to make sure you know where you stand with your bank of UPT and the date your bank will be refreshed. This is just a friendly reminder: if your UPT balance is depleted past zero and you have no paid personal time available or other approved leave options, as described in the attendance policy, termination of employment will occur. So, please make sure you track your UPT balance and manage your time. If you have questions or need help, just ask!

Communication History

The following is a summary of your unpaid personal time feedback:

Level	Count	Most Recent
Notice	4	December 07, 2019, 12:00:00 AM

Details of Current Incident/Specific Concerns

We value you as a team member and appreciate the effort you give to ensure we are the Earth's most customer centric company! As an owner, we want you to be successful. You start your employment with a bank of Unpaid Personal Time (UPT), in addition to paid vacation and personal time. Your UPT bank is refreshed with an additional 20 hours each quarter (up to a maximum of 80 hours). This conversation is to make sure you know where you stand with your bank of UPT and the date your bank will be refreshed. Your next 20-hour allotment of UPT will be deposited into your UPT bank on: **April 01, 2020**, Current UPT Balance is **12**, As of: **March 01, 2020**

Associate Comments

Associate Signature: Acknowledged by [REDACTED]**Date:** March 04, 2020, 11:47:42 AM**Manager Signature:** Acknowledged by Tanner,Muneer (BadgeID: 0359444)**Date:** March 04, 2020, 11:47:42 AM**CONFIDENTIAL****AMZ-BRY001594**

CONFIDENTIAL

Acknowledged by associate on December 12, 2019, 10:57:53 AM - Delivered by Ribble III,Jack Tremaine (jackii)

Supportive Feedback Document Unpaid Personal Time - Notice

**Associate Name:** [REDACTED]**Manager Name:** Ribble III,Jack Tremaine (DK7-0730)**Created On:** December 12, 2019, 10:57:53 AM

Summary

We value you as a team member and appreciate the effort you give to ensure we are the Earth's most customer centric company! As an owner, we want you to be successful. You start your employment with a bank of Unpaid Personal Time (UPT), in addition to paid vacation and personal time. Your UPT bank is refreshed with an additional 20 hours each quarter (up to a maximum of 80 hours). This conversation is to make sure you know where you stand with your bank of UPT and the date your bank will be refreshed. This is just a friendly reminder: if your UPT balance is depleted past zero and you have no paid personal time available or other approved leave options, as described in the attendance policy, termination of employment will occur. So, please make sure you track your UPT balance and manage your time. If you have questions or need help, just ask!

Communication History

The following is a summary of your unpaid personal time feedback:

Level	Count	Most Recent
Notice	3	July 19, 2019, 12:00:00 AM

Details of Current Incident/Specific Concerns

We value you as a team member and appreciate the effort you give to ensure we are the Earth's most customer centric company! As an owner, we want you to be successful. You start your employment with a bank of Unpaid Personal Time (UPT), in addition to paid vacation and personal time. Your UPT bank is refreshed with an additional 20 hours each quarter (up to a maximum of 80 hours). This conversation is to make sure you know where you stand with your bank of UPT and the date your bank will be refreshed. Your next 20-hour allotment of UPT will be deposited into your UPT bank on: **January 01, 2020**, Current UPT Balance is **12**, As of: **December 08, 2019**

Associate Comments

Associate Signature: Acknowledged by [REDACTED]**Date:** December 12, 2019, 10:57:53 AM**Manager Signature:** Acknowledged by Ribble III,Jack Tremaine (BadgeID: 12266802)**Date:** December 12, 2019, 10:57:53 AM**CONFIDENTIAL****AMZ-BRY001595**

CONFIDENTIAL

Acknowledged by associate on July 25, 2019, 9:03:25 AM - Delivered by Ribble,Jack (jackii)

Supportive Feedback Document Unpaid Personal Time - Notice



Associate Name: [REDACTED]
Manager Name: Ribble,Jack (DK7-0730)
Created On: July 25, 2019, 9:03:25 AM

Summary

We value you as a team member and appreciate the effort you give to ensure we are the Earth's most customer centric company! As an owner, we want you to be successful. You start your employment with a bank of Unpaid Personal Time (UPT), in addition to paid vacation and personal time. Your UPT bank is refreshed with an additional 20 hours each quarter (up to a maximum of 80 hours). This conversation is to make sure you know where you stand with your bank of UPT and the date your bank will be refreshed. This is just a friendly reminder: if your UPT balance is depleted past zero and you have no paid personal time available or other approved leave options, as described in the attendance policy, termination of employment will occur. So, please make sure you track your UPT balance and manage your time. If you have questions or need help, just ask!

Communication History

The following is a summary of your unpaid personal time feedback:

Level	Count	Most Recent
Notice	3	July 05, 2019, 12:00:00 AM

Details of Current Incident/Specific Concerns

We value you as a team member and appreciate the effort you give to ensure we are the Earth's most customer centric company! As an owner, we want you to be successful. You start your employment with a bank of Unpaid Personal Time (UPT), in addition to paid vacation and personal time. Your UPT bank is refreshed with an additional 20 hours each quarter (up to a maximum of 80 hours). This conversation is to make sure you know where you stand with your bank of UPT and the date your bank will be refreshed. Your next 20-hour allotment of UPT will be deposited into your UPT bank on: **October 01, 2019**, Current UPT Balance is **11**, As of: **July 21, 2019**

Associate Comments

Associate Signature: Acknowledged by [REDACTED]**Date:** July 25, 2019, 9:03:25 AM**Manager Signature:** Acknowledged by Ribble,Jack (BadgeID: 12266802)**Date:** July 25, 2019, 9:03:25 AM**CONFIDENTIAL****AMZ-BRY001596**

CONFIDENTIAL

Acknowledged by associate on December 12, 2019, 8:55:44 AM - Delivered by alicea,yelisabeth (yelisaba)

Supportive Feedback Document Behavioral - First Written



Associate Name: Ansley,Daryl j (ansleyd)
Manager Name: Ribble III,Jack Tremaine (DK7-0730)
Created On: December 12, 2019, 8:55:44 AM



Summary

Your recent job performance is not meeting Behavioral expectations. Meeting performance standards is a critical component of your job. This document provides specific details about your performance and how you are not meeting expectations. In addition, this document describes the steps you and your manager will take to assist you in improving your performance. As a part of this conversation we are interested in understanding what barriers you think need to be removed, or what improvements can be made which would potentially assist you in improving your performance.

Communication History

The following is a summary of your behavioral feedback:

Level	Count	Most Recent
Documented Coaching	4	September 05, 2019, 11:55:21 AM
Verbal Coaching	2	May 09, 2019, 12:08:54 AM

Details of Current Incident/Specific Concerns

Associates are expected to treat each other, contractors, customers, and visitors with courtesy and professionalism. All associates, regardless of position, are responsible for ensuring that our workplace is free from offensive behavior and harassment. Examples of this behavior can be identified as conduct that includes any verbal or physical conduct that has the purpose or effect of creating an offensive, hostile, or intimidating work environment that interferes with an individual's ability to perform the job. On 12/4/2019 was reported that you and another associate hug each other during these incident you tried to kiss her without her consent in wish she pushed you repeatedly. These behaviors are in violation of Amazon's Code of Conduct and are a Category 2 violation of Amazon's Standards of Conduct.

Areas of Improvement Required by Associate

Amazon is committed to providing a work environment that promotes the health, safety, and productivity of its associates. Associates are expected to treat each other, contractors, customers, and visitors with courtesy and professionalism. Amazon will not tolerate any conduct whether physical or verbal that does or can be interpreted as creating an offensive, hostile, or intimidating work environment . You are expected to be in compliance with the Amazons Standards of Conduct policy at all times while working in the Fulfillment Center. Please note that if an associate receives 2 finals or a total of 6 documented counseling write-ups in a rolling 12 months, their employment will end. Immediate improvement is expected.

Associate Comments

Associate Signature: Acknowledged by Ansley,Daryl j (BadgeID: 11604324)

Date: December 12, 2019, 8:55:44 AM

Manager Signature: Acknowledged by alicea,yelisabeth (BadgeID: 0188334)

Date: December 12, 2019, 8:55:44 AM

CONFIDENTIAL

AMZ-BRY001545

CONFIDENTIAL

Acknowledged by associate on Feb 8, 2016 9:26:28 PM - Delivered by Sauer,Paul (paulsaue)

Supportive Feedback Document Unpaid Personal Time - Notice



Associate Name: [REDACTED]

Manager Name: Sauer,Paul (NL4-1800)

Created On: Feb 8, 2016 9:26:28 PM

Summary

We value you as a team member and appreciate the effort you give to ensure we are the Earth's most customer centric company! As an owner, we want you to be successful. Each fulltime associate starts out with a bank of 40 of Unpaid Personal Time (UPT), in addition to paid vacation and personal time. Your UPT bank is refreshed with an additional 20 hours each quarter (up to a maximum of 80 hours). This conversation is to make sure you know where you stand with your bank of UPT and the date your bank will be refreshed. This is just a friendly reminder: if your UPT balance is depleted past zero and you have no paid personal time available or other approved leave options, as described in the attendance policy, termination of employment will occur. So, please make sure you track your UPT balance and manage your time. If you have questions or need help, just ask!

Communication History

Below is a summary of your Attendance communications

Level	Count	Most Recent
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Details of Current Incident/Specific Concerns

We value you as a team member and appreciate the effort you give to ensure we are the Earth's most customer centric company! As an owner, we want you to be successful. Each fulltime associate starts out with a bank of 40 of Unpaid Personal Time (UPT), in addition to paid vacation and personal time. Your UPT bank is refreshed with an additional 20 hours each quarter (up to a maximum of 80 hours). This conversation is to make sure you know where you stand with your bank of UPT and the date your bank will be refreshed. Your next 20-hour allotment of UPT will be deposited into your UPT bank on: **Apr 1, 2016**, Current UPT Balance is **2**, As of: **Feb 4, 2016**

Associate Comments

Associate Signature: Acknowledged by [REDACTED]

Date: Feb 8, 2016 9:26:28 PM

Manager Signature: Acknowledged by Sauer,Paul (BadgeID: 0163427)

Date: Feb 8, 2016 9:26:28 PM

CONFIDENTIAL

AMZ-BRY001470

CONFIDENTIAL

Acknowledged by associate on March 05, 2020, 1:44:39 PM - Delivered by Chowdhary,Sahej Singh (sahej)

Supportive Feedback Document Unpaid Personal Time - Notice



Associate Name: [REDACTED]
Manager Name: DiPietro,Ben (DB1-0730)
Created On: March 05, 2020, 1:44:39 PM

Summary

We value you as a team member and appreciate the effort you give to ensure we are the Earth's most customer centric company! As an owner, we want you to be successful. You start your employment with a bank of Unpaid Personal Time (UPT), in addition to paid vacation and personal time. Your UPT bank is refreshed with an additional 20 hours each quarter (up to a maximum of 80 hours). This conversation is to make sure you know where you stand with your bank of UPT and the date your bank will be refreshed. This is just a friendly reminder: if your UPT balance is depleted past zero and you have no paid personal time available or other approved leave options, as described in the attendance policy, termination of employment will occur. So, please make sure you track your UPT balance and manage your time. If you have questions or need help, just ask!

Communication History

The following is a summary of your unpaid personal time feedback:

Level	Count	Most Recent
Notice	3	October 09, 2019, 12:00:00 AM

Details of Current Incident/Specific Concerns

We value you as a team member and appreciate the effort you give to ensure we are the Earth's most customer centric company! As an owner, we want you to be successful. You start your employment with a bank of Unpaid Personal Time (UPT), in addition to paid vacation and personal time. Your UPT bank is refreshed with an additional 20 hours each quarter (up to a maximum of 80 hours). This conversation is to make sure you know where you stand with your bank of UPT and the date your bank will be refreshed. Your next 20-hour allotment of UPT will be deposited into your UPT bank on: **April 01, 2020**, Current UPT Balance is **12**, As of: **March 04, 2020**

Associate Comments

AA said it should be higher and will follow up with HR

Associate Signature: Acknowledged by [REDACTED]

Date: March 05, 2020, 1:44:39 PM

Manager Signature: Acknowledged by Chowdhary,Sahej Singh (BadgeID: 11964843)

Date: March 05, 2020, 1:44:39 PM

CONFIDENTIAL**AMZ-BRY001471**

CONFIDENTIAL

Acknowledged by associate on February 28, 2020, 1:30:55 PM - Delivered by Chowdhary,Sahej Singh (sahej)

Supportive Feedback Document Behavioral - First Written



Associate Name: [REDACTED]
Manager Name: DiPietro,Ben (DB1-0730)
Created On: February 28, 2020, 1:30:56 PM

Summary

Your recent job performance is not meeting Behavioral expectations. Meeting performance standards is a critical component of your job. This document provides specific details about your performance and how you are not meeting expectations. In addition, this document describes the steps you and your manager will take to assist you in improving your performance. As a part of this conversation we are interested in understanding what barriers you think need to be removed, or what improvements can be made which would potentially assist you in improving your performance.

Communication History

The following is a summary of your behavioral feedback:

Level	Count	Most Recent
Documented Coaching	1	October 25, 2019, 5:35:02 PM

Details of Current Incident/Specific Concerns

The following feedback pertains to Amazon's Standards of Conduct as a Category 2 violation of the Standards of Conduct. On 2/28/20, you admitted to using inappropriate language such Fuck and stupid for a situation that involved another associate. During the seek to understand you admitted to making the statement "what the fuck is wrong with you? Are you stupid?" in addition to, "Do not even do that again or I will do something to you." The policy classifies abusive, vulgar, or harassing language to a supervisor, fellow associate, or vendor as a Category 2 violation of the Standards of Conduct.

Areas of Improvement Required by Associate

The Standards of Conduct strive to establish a collaborative, non-hostile work environment. The acts of inappropriate behavior creates a hostile atmosphere and may offend others. You are expected to be in compliance with the Standards of Conduct policy at all times while working in the Fulfillment Center. Continued violation of this policy may result in further corrective action, up to and including termination.

Associate Comments

Associate Signature: Acknowledged by [REDACTED]

Date: February 28, 2020, 1:30:55 PM

Manager Signature: Acknowledged by Chowdhary,Sahej Singh (BadgeID: 11964843)

Date: February 28, 2020, 1:30:55 PM

CONFIDENTIAL**AMZ-BRY001472**

CONFIDENTIAL

Acknowledged by associate on October 26, 2019, 1:16:50 PM - Delivered by DiPietro,Ben (dipieb)

Supportive Feedback Document Behavioral - Documented Coaching



Associate Name: [REDACTED]
Manager Name: DiPietro,Ben (DH3-0730)
Created On: October 26, 2019, 1:16:50 PM

Summary

Your recent job performance is not meeting Behavioral expectations. Meeting performance standards is a critical component of your job. This document provides specific details about your performance and how you are not meeting expectations. In addition, this document describes the steps you and your manager will take to assist you in improving your performance. As a part of this conversation we are interested in understanding what barriers you think need to be removed, or what improvements can be made which would potentially assist you in improving your performance.

Communication History

The following is a summary of your behavioral feedback:

Level	Count	Most Recent
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Details of Current Incident/Specific Concerns

Your recent time-on-task performance has fallen below behavioral expectations. On 10/25/19 at start of shift, you were observed to be off-task [REDACTED]. During a 'Seek to understand' conversation you stated that since you were a stand down, you felt that it was okay to be talking to your friends on the pack line instead of being at gatekeep where standdowns are required to be. These behaviors are violations of Amazon's Standards of Conduct and Attendance policy. "Failure to adhere to starting time, quitting time, or break time policies, or wasting time" is considered a Category 2 violation of the Standards of Conduct.

Areas of Improvement Required by Associate

Associate commitment to completing assigned tasks is critical in order to be Earth's most customer-centric company. As owners, we count on you to help achieve this mission. Your customers and teammates count on you to remain on task and complete your assigned job duties. For every scheduled ten hour shift, Amazon provides two 15 minute breaks, a 30 minute lunch period, two meetings at the start of shift and after lunch, and account for travel time between work areas. However, failure to adhere to start times, quitting times, or break time policies, as well as wasting time, will be addressed through performance management using coaching or corrective actions. This is a violation of the Amazon Standards of Conduct policy. It is important for you to understand that meeting task standards is a critical component of your job. Please note that If an associate receives 2 finals or a total of 6 documented counseling write-ups in a rolling 12 months, their employment will end. Further Standard of Conduct violations may result in corrective action, up to and including termination.

Associate Comments

Associate Signature: Acknowledged by [REDACTED]

Date: October 26, 2019, 1:16:50 PM

Manager Signature: Acknowledged by DiPietro,Ben (BadgeID: 11612236)

Date: October 26, 2019, 1:16:50 PM

CONFIDENTIAL**AMZ-BRY001473**

CONFIDENTIAL

Acknowledged by associate on Mar 27, 2016 6:55:43 PM - Delivered by Bhayani,Zakir H (bhayaniz)

Supportive Feedback Document Behavioral - Documented Coaching

**Associate Name:** [REDACTED]**Manager Name:** Bhayani,Zakir H (NH3-1800)**Created On:** Mar 27, 2016 6:55:43 PM

Summary

Your recent job performance is not meeting Behavioral expectations. Meeting performance standards is a critical component of your job. This document provides specific details about your performance and how you are not meeting expectations. In addition, this document describes the steps you and your manager will take to assist you in improving your performance. As a part of this conversation we are interested in understanding what barriers you think need to be removed, or what improvements can be made which would potentially assist you in improving your performance.

Communication History

Below is a summary of your Behavioral communications

Level	Count	Most Recent
Documented Coaching	1	Feb 8, 2016 12:10:59 AM
First Written	1	Feb 26, 2016 10:38:02 PM

Details of Current Incident/Specific Concerns

Your recent time-on-task performance has fallen below behavioral expectations. On the shift starting 2.26.16 you were observed to be off-task [REDACTED]. These behaviors are violations of Amazon's Standards of Conduct and Attendance policy. "Failure to adhere to starting time, quitting time, or break time policies, or wasting time" is considered a Category 2 violation of the Standards of Conduct.

Areas of Improvement Required by Associate

Associate commitment to completing assigned tasks is critical in order to be Earth's most customer-centric company. As owners, we count on you to help achieve this mission. Your customers and teammates count on you to remain on task and complete your assigned job duties. For every scheduled ten hour shift, Amazon provides two 15 minute breaks, a 30 minute lunch period, two meetings at the start of shift and after lunch, and account for travel time between work areas. However, failure to adhere to start times, quitting times, or break time policies, as well as wasting time, will be addressed through performance management using coaching or corrective actions. This is a violation of the Amazon Standards of Conduct policy. It is important for you to understand that meeting task standards is a critical component of your job. Immediate improvement is expected. Please note that If an associate receives 2 finals or a total of 6 documented counseling write-ups in a rolling 12 months, their employment will end. Further Standard of Conduct violations may result in corrective action, up to and including termination.

Associate Comments

AA does not agree with the Doc coach and said would speak to HR.

Associate Signature: Acknowledged by [REDACTED]**Date:** Mar 27, 2016 6:55:43 PM**Manager Signature:** Acknowledged by Bhayani,Zakir H (BadgeID: 11349710)**Date:** Mar 27, 2016 6:55:43 PM**CONFIDENTIAL****AMZ-BRY001474**

CONFIDENTIAL

Acknowledged by associate on Feb 29, 2016 3:00:33 AM - Delivered by Guglielmi, Bret Joseph (bgugliel)

Supportive Feedback Document Behavioral - First Written

**Associate Name:** [REDACTED]**Manager Name:** Bhayani, Zakir H (NH3-1800)**Created On:** Feb 29, 2016 3:00:33 AM

Summary

Your recent job performance is not meeting Behavioral expectations. Meeting performance standards is a critical component of your job. This document provides specific details about your performance and how you are not meeting expectations. In addition, this document describes the steps you and your manager will take to assist you in improving your performance. As a part of this conversation we are interested in understanding what barriers you think need to be removed, or what improvements can be made which would potentially assist you in improving your performance.

Communication History

Below is a summary of your Behavioral communications

Level	Count	Most Recent
Documented Coaching	1	Feb 8, 2016 12:10:59 AM

Details of Current Incident/Specific Concerns

Your recent time-on-task performance has fallen below behavioral expectations. On the shift starting 17 February 2016 you were observed to be late from the first break [REDACTED]. These behaviors are violations of Amazon's Standards of Conduct and Attendance policy. "Failure to adhere to starting time, quitting time, or break time policies, or wasting time" is considered a Category 2 violation of the Standards of Conduct.

Areas of Improvement Required by Associate

Associate commitment to completing assigned tasks is critical in order to be Earth's most customer-centric company. As owners, we count on you to help achieve this mission. Your customers and teammates count on you to remain on task and complete your assigned job duties. For every scheduled ten hour shift, Amazon provides two 15 minute breaks, a 30 minute lunch period, two meetings at the start of shift and after lunch, and account for travel time between work areas. However, failure to adhere to start times, quitting times, or break time policies, as well as wasting time, will be addressed through performance management using coaching or corrective actions. This is a violation of the Amazon Standards of Conduct policy. It is important for you to understand that meeting task standards is a critical component of your job. Immediate improvement is expected. Further Standard of Conduct violations may result in corrective action, up to and including termination.

Associate Comments

Associate Signature: Acknowledged by [REDACTED]**Date:** Feb 29, 2016 3:00:33 AM**Manager Signature:** Acknowledged by Guglielmi, Bret Joseph (BadgeID: 0157521)**Date:** Feb 29, 2016 3:00:33 AM**CONFIDENTIAL****AMZ-BRY001475**

CONFIDENTIAL

Acknowledged by associate on Feb 14, 2016 3:47:13 AM - Delivered by Werner,William N (wernerw)

Supportive Feedback Document Behavioral - Documented Coaching

**Associate Name:** [REDACTED]**Manager Name:** Sauer,Paul (NL4-1800)**Created On:** Feb 14, 2016 3:47:13 AM

Summary

Your recent job performance is not meeting Behavioral expectations. Meeting performance standards is a critical component of your job. This document provides specific details about your performance and how you are not meeting expectations. In addition, this document describes the steps you and your manager will take to assist you in improving your performance. As a part of this conversation we are interested in understanding what barriers you think need to be removed, or what improvements can be made which would potentially assist you in improving your performance.

Communication History

Below is a summary of your Behavioral communications

Level	Count	Most Recent
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Details of Current Incident/Specific Concerns

Your recent time-on-task performance has fallen below behavioral expectations. On shift starting 2/7/16 at 8:46 PM you were observed to come back late from first first [REDACTED]. These behaviors are violations of Amazon's Standards of Conduct and Attendance policy. "Failure to adhere to starting time, quitting time, or break time policies, as well as wasting time" is considered a Category 2 violation of the Standards of Conduct.

Areas of Improvement Required by Associate

Associate commitment to completing assigned tasks is critical in order to be Earth's most customer-centric company. As owners, we count on you to help achieve this mission. Your customers and teammates count on you to remain on task and complete your assigned job duties. For every scheduled ten hour shift, Amazon provides two 15 minute breaks, a 30 minute lunch period, two meetings at the start of shift and after lunch, and account for travel time between work areas. However, failure to adhere to start times, quitting times, or break time policies, as well as wasting time, will be addressed through performance management using coaching or corrective actions. This is a violation of the Amazon Standards of Conduct policy. It is important for you to understand that meeting task standards is a critical component of your job. Immediate improvement is expected. Further Standard of Conduct violations may result in corrective action, up to and including termination.

Associate Comments

Associate Signature: Acknowledged by [REDACTED]**Date:** Feb 14, 2016 3:47:13 AM**Manager Signature:** Acknowledged by Werner,William N (BadgeID: 11177264)**Date:** Feb 14, 2016 3:47:13 AM**CONFIDENTIAL****AMZ-BRY001476**

CONFIDENTIAL

Acknowledged by associate on July 01, 2020, 9:32:03 AM - Delivered by Madonia,Anthony (amadonia)

Supportive Feedback Document Behavioral - Termination



Associate Name: [REDACTED]
Manager Name: Weaver,Scott (DK7-0715)
Created On: July 01, 2020, 9:32:03 AM

Summary

Your recent job performance is not meeting Behavioral expectations. Meeting performance standards is a critical component of your job. This document provides specific details about your performance and how you are not meeting expectations.

Communication History

The following is a summary of your behavioral feedback:

Level	Count	Most Recent
Verbal Coaching	1	June 30, 2020, 4:42:42 PM
Documented Coaching	1	October 25, 2019, 5:35:02 PM
First Written	1	February 28, 2020, 12:47:59 PM

Details of Current Incident/Specific Concerns

On July 1 2020, you were given the instruction to go to B-Mod receive by your manager but you refused to go. During a 'Seek to understand' conversation you stated that you were asked if you wanted VTO but declined, you were then asked if you would go to B-Mod but declined the manager asked other associates but only had 1 associate accepted so the manager then returned and at that point gave you the instruction to go to B-Mod and you refused. The manager gave you a speech regarding refusal of instruction at that point you stated that you would then take the VTO offer, however when you went to the desk to be scanned for VTO you then refused to take the VTO. These behaviors are violations of Amazon's Standards of Conduct policy. "Insubordination or intentional disregard of instructions" is considered a Category 1 violation of the Standards of Conduct.

Areas of Improvement Required by Associate

In order for Amazon to meet our high customer service standards and in accordance with Amazon.com's Standards of Conduct, it is important that you are willing to act as a team player and follow the instruction of your leadership team. In the event that you are unable to do so, it is equally important that you communicate this to your leadership team in a professional and respectful manner. As detailed above, you have failed to meet this expectation. At this time, based on your violation of Amazon's Standards of Conduct and behavioral expectations, your employment will end effective immediately.

Associate Comments

I acknowledge that I have been informed of my right to appeal this feedback if I meet all eligibility requirements defined by the Appeals Policy, and that I know where to obtain an appeals packet.

Associate Signature: Acknowledged by [REDACTED]

Date: July 01, 2020, 9:32:03 AM

Manager Signature: Acknowledged by Madonia,Anthony (BadgeID: 11998124)

Date: July 01, 2020, 9:32:03 AM

CONFIDENTIAL**AMZ-BRY001477**

CONFIDENTIAL

Acknowledged by associate on May 10, 2019, 8:38:36 AM - Delivered by Ochoterena,Miguel (mochoter)

Supportive Feedback Document Productivity - Documented Positive



Associate Name: [REDACTED]
Manager Name: Ochoterena,Miguel (DB0-ACOM)
Created On: May 10, 2019, 8:38:36 AM

Summary

Your recent job performance has met or exceeded Productivity expectations. Your manager and Amazon.com would like to take a moment to recognize your performance and thank you for your hard work.

Communication History

The following is a summary of your productivity feedback:

Level	Count	Most Recent
Documented Positive	1	May 01, 2019

Details of Current Incident/Specific Concerns

Process	Function	LC	Hours	Units	UPH	Expected	% to Goal	% to Curve	Was Borrowed
Chuting	Scan Verify AFE 2 ItemPacked Medium EACH	Level 2	[REDACTED]						
Chuting	Scan Verify AFE 2 ItemPacked Small EACH	Level 2	[REDACTED]						

Performance Trend

Below is a summary of your past Productivity performance.

Period Start	Unit Count	Hours Worked	UPH	% to Goal	% to Curve	Exempted
May 01, 2019, 5:00:00 AM	[REDACTED]					
April 24, 2019, 5:00:00 AM	[REDACTED]					
April 17, 2019, 5:00:00 AM	[REDACTED]					
April 10, 2019, 5:00:00 AM	[REDACTED]					
April 03, 2019, 5:00:00 AM	[REDACTED]					
March 27, 2019, 5:00:00 AM	[REDACTED]					

Associate Comments

[REDACTED] is an outstanding associate and is upset that she has received documented positives for the past month and has yet to receive any swag bucks in her account. I will talk to HR about this.

Associate Signature: Acknowledged by [REDACTED]

Date: May 10, 2019, 8:38:36 AM

Manager Signature: Acknowledged by Ochoterena,Miguel (BadgeID: 11940191)

Date: May 10, 2019, 8:38:36 AM

CONFIDENTIAL**AMZ-BRY001478**

CONFIDENTIAL

Acknowledged by associate on May 02, 2019, 1:55:10 PM - Delivered by Ochoterena,Miguel (mochoter)

Supportive Feedback Document Productivity - Documented Positive



Associate Name: [REDACTED]
Manager Name: Ochoterena,Miguel (DB0-ACOM)
Created On: May 02, 2019, 1:55:10 PM

Summary

Your recent job performance has met or exceeded Productivity expectations. Your manager and Amazon.com would like to take a moment to recognize your performance and thank you for your hard work.

Communication History

The following is a summary of your productivity feedback:

Level	Count	Most Recent
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Details of Current Incident/Specific Concerns

Process	Function	LC	Hours	Units	UPH	Expected	% to Goal	% to Curve	Was Borrowed
Chuting	Scan Verify AFE 2 ItemPacked Medium EACH	Level 2	[REDACTED]						
Chuting	Scan Verify AFE 2 ItemPacked Small EACH	Level 2	[REDACTED]						

Performance Trend

Below is a summary of your past Productivity performance.

Period Start	Unit Count	Hours Worked	UPH	% to Goal	% to Curve	Exempted
April 24, 2019, 5:00:00 AM	[REDACTED]					
April 17, 2019, 5:00:00 AM	[REDACTED]					
April 10, 2019, 5:00:00 AM	[REDACTED]					
April 03, 2019, 5:00:00 AM	[REDACTED]					
March 27, 2019, 5:00:00 AM	[REDACTED]					
March 20, 2019, 5:00:00 AM	[REDACTED]					

Associate Comments

AA is an outstanding packer and will be rewarded 5 swag bucks this week

Associate Signature: Acknowledged by [REDACTED]

Date: May 02, 2019, 1:55:10 PM

Manager Signature: Acknowledged by Ochoterena,Miguel (BadgelD: 11940191)

Date: May 02, 2019, 1:55:10 PM

CONFIDENTIAL**AMZ-BRY001479**

CONFIDENTIAL

Acknowledged by associate on September 09, 2017, 4:43:44 AM - Delivered by Gianoli,Francesca (gianolif)

Supportive Feedback Document Productivity - Documented Positive



Associate Name: [REDACTED]
Manager Name: Gianoli,Francesca (NB1-1830)
Created On: September 09, 2017, 4:43:44 AM

Summary

Your recent job performance has met or exceeded Productivity expectations. Your manager and Amazon.com would like to take a moment to recognize your performance and thank you for your hard work.

Communication History

The following is a summary of your productivity feedback:

Level	Count	Most Recent
Verbal Coaching	1	November 23, 2016
Documented Positive	7	July 26, 2017
Verbal Positive	6	July 19, 2017

Details of Current Incident/Specific Concerns

Process	Function	LC	Hours	Units	UPH	Expected	% to Goal	% to Curve	Was Borrowed
Sort-Flow	Flow Induct ItemInducted Total EACH	Level 5	[REDACTED]						
Sort-Flow	Flow Rebin ItemRebinned Total EACH	Level 5	[REDACTED]						

Performance Trend

Below is a summary of your past Productivity performance.

Period Start	Unit Count	Hours Worked	UPH	% to Goal	% to Curve	Exempted
August 30, 2017, 5:00:00 AM	[REDACTED]					
August 02, 2017, 5:00:00 AM	[REDACTED]					
July 26, 2017, 5:00:00 AM	[REDACTED]					

Associate Comments

Associate Signature: Acknowledged by [REDACTED]

Date: September 09, 2017, 4:43:44 AM

Manager Signature: Acknowledged by Gianoli,Francesca (BadgeID: 11349660)

Date: September 09, 2017, 4:43:44 AM

CONFIDENTIAL**AMZ-BRY001480**

CONFIDENTIAL

Acknowledged by associate on July 28, 2017, 1:49:30 PM - Delivered by Gianoli,Francesca (gianolif)

Supportive Feedback Document Productivity - Documented Positive



Associate Name: [REDACTED]
Manager Name: Gianoli,Francesca (NB1-1830)
Created On: July 28, 2017, 1:49:31 PM

Summary

Your recent job performance has met or exceeded Productivity expectations. Your manager and Amazon.com would like to take a moment to recognize your performance and thank you for your hard work.

Communication History

The following is a summary of your productivity feedback:

Level	Count	Most Recent
Verbal Positive	6	July 19, 2017
Verbal Coaching	1	November 23, 2016
Documented Positive	6	July 05, 2017

Details of Current Incident/Specific Concerns

Process	Function	LC	Hours	Units	UPH	Expected	% to Goal	% to Curve	Was Borrowed
Sort-Flow	Flow Induct ItemInducted Total EACH	Level 5	[REDACTED]						
Sort-Flow	Flow Rebin ItemRebinned Total EACH	Level 5	[REDACTED]						

Performance Trend

Below is a summary of your past Productivity performance.

Period Start	Unit Count	Hours Worked	UPH	% to Goal	% to Curve	Exempted
July 19, 2017, 5:00:00 AM	[REDACTED]					
July 12, 2017, 5:00:00 AM	[REDACTED]					
July 05, 2017, 5:00:00 AM	[REDACTED]					
June 28, 2017, 5:00:00 AM	[REDACTED]					
June 21, 2017, 5:00:00 AM	[REDACTED]					
June 14, 2017, 5:00:00 AM	[REDACTED]					

Associate Comments

Associate Signature: Acknowledged by [REDACTED]

Date: July 28, 2017, 1:49:30 PM

Manager Signature: Acknowledged by Gianoli,Francesca (BadgeID: 11349660)

Date: July 28, 2017, 1:49:30 PM

CONFIDENTIAL**AMZ-BRY001481**

CONFIDENTIAL

Acknowledged by associate on July 21, 2017, 4:15:13 AM - Delivered by Gianoli,Francesca (gianolif)

Supportive Feedback Document Productivity - Documented Positive



Associate Name: [REDACTED]
Manager Name: Gianoli,Francesca (NB1-1830)
Created On: July 21, 2017, 4:15:13 AM

Summary

Your recent job performance has met or exceeded Productivity expectations. Your manager and Amazon.com would like to take a moment to recognize your performance and thank you for your hard work.

Communication History

The following is a summary of your productivity feedback:

Level	Count	Most Recent
Verbal Positive	5	June 07, 2017
Verbal Coaching	1	November 23, 2016
Documented Positive	5	June 28, 2017

Details of Current Incident/Specific Concerns

Process	Function	LC	Hours	Units	UPH	Expected	% to Goal	% to Curve	Was Borrowed
Sort-Flow	Flow Induct ItemInducted Total EACH	Level 5	[REDACTED]						
Sort-Flow	Flow Rebin ItemRebinned Total EACH	Level 4							
Sort-Flow	Flow Rebin ItemRebinned Total EACH	Level 5							

Performance Trend

Below is a summary of your past Productivity performance.

Period Start	Unit Count	Hours Worked	UPH	% to Goal	% to Curve	Exempted
June 28, 2017, 5:00:00 AM	[REDACTED]					
June 21, 2017, 5:00:00 AM						
June 14, 2017, 5:00:00 AM						
June 07, 2017, 5:00:00 AM						
May 31, 2017, 5:00:00 AM						
May 24, 2017, 5:00:00 AM						

Associate Comments

Associate Signature: Acknowledged by [REDACTED]

Date: July 21, 2017, 4:15:13 AM

Manager Signature: Acknowledged by Gianoli,Francesca (BadgeID: 11349660)

Date: July 21, 2017, 4:15:13 AM

CONFIDENTIAL**AMZ-BRY001482**

CONFIDENTIAL

Acknowledged by associate on June 30, 2017, 3:26:25 AM - Delivered by Gianoli,Francesca (gianolif)

Supportive Feedback Document Productivity - Documented Positive



Associate Name: [REDACTED]
Manager Name: Gianoli,Francesca (NB1-1830)
Created On: June 30, 2017, 3:26:25 AM

Summary

Your recent job performance has met or exceeded Productivity expectations. Your manager and Amazon.com would like to take a moment to recognize your performance and thank you for your hard work.

Communication History

The following is a summary of your productivity feedback:

Level	Count	Most Recent
Verbal Coaching	1	November 23, 2016
Verbal Positive	5	June 07, 2017
Documented Positive	4	June 21, 2017

Details of Current Incident/Specific Concerns

Process	Function	LC	Hours	Units	UPH	Expected	% to Goal	% to Curve	Was Borrowed
Sort-Flow	Flow Induct ItemInducted Total EACH	Level 5	[REDACTED]						
Sort-Flow	Flow Rebin ItemRebinned Total EACH	Level 4	[REDACTED]						

Performance Trend

Below is a summary of your past Productivity performance.

Period Start	Unit Count	Hours Worked	UPH	% to Goal	% to Curve	Exempted
June 21, 2017, 5:00:00 AM	[REDACTED]					
June 14, 2017, 5:00:00 AM	[REDACTED]					
June 07, 2017, 5:00:00 AM	[REDACTED]					
May 31, 2017, 5:00:00 AM	[REDACTED]					
May 24, 2017, 5:00:00 AM	[REDACTED]					
May 17, 2017, 5:00:00 AM	[REDACTED]					

Associate Comments

Associate Signature: Acknowledged by [REDACTED]

Date: June 30, 2017, 3:26:25 AM

Manager Signature: Acknowledged by Gianoli,Francesca (BadgeID: 11349660)

Date: June 30, 2017, 3:26:25 AM

CONFIDENTIAL**AMZ-BRY001483**

CONFIDENTIAL

Acknowledged by associate on June 23, 2017, 1:37:01 AM - Delivered by Santos,Andre (andrsant)

Supportive Feedback Document Productivity - Documented Positive



Associate Name: [REDACTED]
Manager Name: Gianoli,Francesca (NB1-1830)
Created On: June 23, 2017, 1:37:01 AM

Summary

Your recent job performance has met or exceeded Productivity expectations. Your manager and Amazon.com would like to take a moment to recognize your performance and thank you for your hard work.

Communication History

The following is a summary of your productivity feedback:

Level	Count	Most Recent
Documented Positive	3	June 14, 2017
Verbal Coaching	1	November 23, 2016
Verbal Positive	5	June 07, 2017

Details of Current Incident/Specific Concerns

Process	Function	LC	Hours	Units	UPH	Expected	% to Goal	% to Curve	Was Borrowed
Sort-Flow	Flow Rebin ItemRebinned Total EACH	Level 3	[REDACTED]						
Sort-Flow	Flow Rebin ItemRebinned Total EACH	Level 4	[REDACTED]						

Performance Trend

Below is a summary of your past Productivity performance.

Period Start	Unit Count	Hours Worked	UPH	% to Goal	% to Curve	Exempted
June 14, 2017, 5:00:00 AM	[REDACTED]					
June 07, 2017, 5:00:00 AM	[REDACTED]					
May 31, 2017, 5:00:00 AM	[REDACTED]					
May 24, 2017, 5:00:00 AM	[REDACTED]					
May 17, 2017, 5:00:00 AM	[REDACTED]					
May 10, 2017, 5:00:00 AM	[REDACTED]					

Associate Comments

Associate Signature: Acknowledged by [REDACTED]

Date: June 23, 2017, 1:37:01 AM

Manager Signature: Acknowledged by Santos,Andre (BadgeID: 0303690)

Date: June 23, 2017, 1:37:01 AM

CONFIDENTIAL**AMZ-BRY001484**

CONFIDENTIAL

Acknowledged by associate on June 15, 2017, 8:31:54 PM - Delivered by Gianoli,Francesca (gianolif)

Supportive Feedback Document Productivity - Documented Positive



Associate Name: [REDACTED]
Manager Name: Gianoli,Francesca (NB1-1830)
Created On: June 15, 2017, 8:31:54 PM

Summary

Your recent job performance has met or exceeded Productivity expectations. Your manager and Amazon.com would like to take a moment to recognize your performance and thank you for your hard work.

Communication History

The following is a summary of your productivity feedback:

Level	Count	Most Recent
Verbal Positive	5	June 07, 2017
Verbal Coaching	1	November 23, 2016
Documented Positive	2	November 09, 2016

Details of Current Incident/Specific Concerns

Process	Function	LC	Hours	Units	UPH	Expected	% to Goal	% to Curve	Was Borrowed
Sort-Flow	Flow Induct ItemInducted Total EACH	Level 5	[REDACTED]						
Sort-Flow	Flow Rebin ItemRebinned Total EACH	Level 2	[REDACTED]						
Sort-Flow	Flow Rebin ItemRebinned Total EACH	Level 3	[REDACTED]						

Performance Trend

Below is a summary of your past Productivity performance.

Period Start	Unit Count	Hours Worked	UPH	% to Goal	% to Curve	Exempted
June 07, 2017, 5:00:00 AM	[REDACTED]					
May 31, 2017, 5:00:00 AM	[REDACTED]					
May 24, 2017, 5:00:00 AM	[REDACTED]					
May 17, 2017, 5:00:00 AM	[REDACTED]					
May 10, 2017, 5:00:00 AM	[REDACTED]					
May 03, 2017, 5:00:00 AM	[REDACTED]					

Associate Comments

Associate Signature: Acknowledged by [REDACTED]

Date: June 15, 2017, 8:31:54 PM

Manager Signature: Acknowledged by Gianoli,Francesca (BadgeID: 11349660)

Date: June 15, 2017, 8:31:54 PM

CONFIDENTIAL**AMZ-BRY001485**

CONFIDENTIAL

Acknowledged by associate on November 11, 2016, 10:20:58 PM - Delivered by Docherty,Mark Brian (madocher)

Supportive Feedback Document Productivity - Documented Positive

**Associate Name:** [REDACTED]**Manager Name:** Hyppolite,Mckel (NH3-1800)**Created On:** November 11, 2016, 10:20:58 PM

Summary

Your recent job performance has met or exceeded Productivity expectations. Your manager and Amazon.com would like to take a moment to recognize your performance and thank you for your hard work.

Communication History

The following is a summary of your productivity feedback:

Level	Count	Most Recent
Documented Positive	7	November 02, 2016
Verbal Positive	7	October 26, 2016
Verbal Coaching	1	December 09, 2015

Details of Current Incident/Specific Concerns

Process	Function	LC	Hours	Units	UPH	Expected	% to Goal	% to Curve	Was Borrowed
Stow to Prime	Each Stow to Prime EachStowed Total EACH	Level 3	[REDACTED]						

Performance Trend

Below is a summary of your past Productivity performance.

Period Start	Unit Count	Hours Worked	UPH	% to Goal	% to Curve	Exempted
November 02, 2016, 5:00:00 AM	[REDACTED]					
October 26, 2016, 5:00:00 AM	[REDACTED]					
October 19, 2016, 5:00:00 AM	[REDACTED]					
October 12, 2016, 5:00:00 AM	[REDACTED]					
October 05, 2016, 5:00:00 AM	[REDACTED]					

Associate Comments

Associate Signature: Acknowledged by [REDACTED]**Date:** November 11, 2016, 10:20:58 PM**Manager Signature:** Acknowledged by Docherty,Mark Brian (BadgeID: 0288605)**Date:** November 11, 2016, 10:20:58 PM**CONFIDENTIAL****AMZ-BRY001486**

CONFIDENTIAL

Acknowledged by associate on November 06, 2016, 2:57:20 AM - Delivered by Lenox,Cynthia (lenoxc)

Supportive Feedback Document Productivity - Documented Positive

**Associate Name:** [REDACTED]**Manager Name:** Hyppolite,Mckel (NH3-1800)**Created On:** November 06, 2016, 2:57:20 AM

Summary

Your recent job performance has met or exceeded Productivity expectations. Your manager and Amazon.com would like to take a moment to recognize your performance and thank you for your hard work.

Communication History

The following is a summary of your productivity feedback:

Level	Count	Most Recent
Documented Positive	6	March 16, 2016
Verbal Coaching	1	December 09, 2015
Verbal Positive	7	October 26, 2016

Details of Current Incident/Specific Concerns

Process	Function	LC	Hours	Units	UPH	Expected	% to Goal	% to Curve	Was Borrowed
Stow to Prime	Each Stow to Prime EachStowed Total EACH	Level 3	[REDACTED]						

Performance Trend

Below is a summary of your past Productivity performance.

Period Start	Unit Count	Hours Worked	UPH	% to Goal	% to Curve	Exempted
October 26, 2016, 5:00:00 AM	[REDACTED]					
October 19, 2016, 5:00:00 AM	[REDACTED]					
October 12, 2016, 5:00:00 AM	[REDACTED]					
October 05, 2016, 5:00:00 AM	[REDACTED]					

Associate Comments

Associate Signature: Acknowledged by [REDACTED]**Date:** November 06, 2016, 2:57:20 AM**Manager Signature:** Acknowledged by Lenox,Cynthia (BadgeID: 0288580)**Date:** November 06, 2016, 2:57:20 AM**CONFIDENTIAL****AMZ-BRY001487**

CONFIDENTIAL

Acknowledged by associate on Mar 19, 2016 12:41:26 AM - Delivered by Bhayani,Zakir H (bhayaniz)

Supportive Feedback Document Productivity - Documented Positive

**Associate Name:** [REDACTED]**Manager Name:** Bhayani,Zakir H (NH3-1800)**Created On:** Mar 19, 2016 12:41:26 AM

Summary

Your recent job performance has met or exceeded Productivity expectations. Your manager and Amazon.com would like to take a moment to recognize your performance and thank you for your hard work.

Communication History

Below is a summary of your Productivity communications

Level	Count	Most Recent
Documented Positive	9	Mar 2, 2016
Verbal Positive	14	Feb 24, 2016
Verbal Coaching	1	Dec 9, 2015

Details of Current Incident/Specific Concerns

Process	Function	LC	Hours	Units	UPH	Expected	% to Goal	% to Curve	Was Borrowed
Stow to Prime	Each Stow to Prime EachStowed Total EACH	Level 5	[REDACTED]						
Each Transfer In	Each Transfer In EachStowed Total EACH	Level 5	[REDACTED]						

Performance Trend

Below is a summary of your past Productivity performance.

Period Start	Unit Count	Hours Worked	UPH	% to Goal	% to Curve	Exempted
Mar 9, 2016 5:00:00 AM	[REDACTED]					
Mar 2, 2016 5:00:00 AM	[REDACTED]					
Feb 24, 2016 5:00:00 AM	[REDACTED]					
Feb 17, 2016 5:00:00 AM	[REDACTED]					
Feb 10, 2016 5:00:00 AM	[REDACTED]					
Feb 3, 2016 5:00:00 AM	[REDACTED]					

Associate Comments

Associate Signature: Acknowledged by [REDACTED]

Date: Mar 19, 2016 12:41:26 AM

Manager Signature: Acknowledged by Bhayani,Zakir H (BadgeID: 11349710)

Date: Mar 19, 2016 12:41:26 AM

CONFIDENTIAL**AMZ-BRY001488**

CONFIDENTIAL

Acknowledged by associate on Mar 4, 2016 6:50:45 PM - Delivered by Bhayani,Zakir H (bhayaniz)

Supportive Feedback Document Productivity - Documented Positive

**Associate Name:** [REDACTED]**Manager Name:** Bhayani,Zakir H (NH3-1800)**Created On:** Mar 4, 2016 6:50:45 PM

Summary

Your recent job performance has met or exceeded Productivity expectations. Your manager and Amazon.com would like to take a moment to recognize your performance and thank you for your hard work.

Communication History

Below is a summary of your Productivity communications

Level	Count	Most Recent
Documented Positive	8	Feb 17, 2016
Verbal Positive	14	Feb 24, 2016
Verbal Coaching	1	Dec 9, 2015

Details of Current Incident/Specific Concerns

Process	Function	LC	Hours	Units	UPH	Expected	% to Goal	% to Curve	Was Borrowed
Stow to Prime	Each Stow to Prime EachStowed Total EACH	Level 5	[REDACTED]						
Each Transfer In	Each Transfer In EachStowed Total EACH	Level 5	[REDACTED]						

Performance Trend

Below is a summary of your past Productivity performance.

Period Start	Unit Count	Hours Worked	UPH	% to Goal	% to Curve	Exempted
Feb 24, 2016 5:00:00 AM	[REDACTED]					
Feb 17, 2016 5:00:00 AM	[REDACTED]					
Feb 10, 2016 5:00:00 AM	[REDACTED]					
Feb 3, 2016 5:00:00 AM	[REDACTED]					
Jan 27, 2016 5:00:00 AM	[REDACTED]					
Jan 20, 2016 5:00:00 AM	[REDACTED]					

Associate Comments

Associate Signature: Acknowledged by [REDACTED]**Date:** Mar 4, 2016 6:50:45 PM**Manager Signature:** Acknowledged by Bhayani,Zakir H (BadgeID: 11349710)**Date:** Mar 4, 2016 6:50:45 PM**CONFIDENTIAL****AMZ-BRY001489**

CONFIDENTIAL

Acknowledged by associate on Feb 22, 2016 6:54:18 PM - Delivered by O'Brien,Christopher (obric)

Supportive Feedback Document Productivity - Documented Positive

**Associate Name:** [REDACTED]**Manager Name:** Mannes,Evan (NL4-1800)**Created On:** Feb 22, 2016 6:54:18 PM

Summary

Your recent job performance has met or exceeded Productivity expectations. Your manager and Amazon.com would like to take a moment to recognize your performance and thank you for your hard work.

Communication History

Below is a summary of your Productivity communications

Level	Count	Most Recent
Documented Positive	7	Feb 10, 2016
Verbal Positive	13	Feb 3, 2016
Verbal Coaching	1	Dec 9, 2015

Details of Current Incident/Specific Concerns

Process	Function	LC	Hours	Units	UPH	Expected	% to Goal	% to Curve	Was Borrowed
Stow to Prime	Each Stow to Prime EachStowed Total EACH	Level 5	[REDACTED]						
Each Transfer In	Each Transfer In EachStowed Total EACH	Level 5	[REDACTED]						

Performance Trend

Below is a summary of your past Productivity performance.

Period Start	Unit Count	Hours Worked	UPH	% to Goal	% to Curve	Exempted
Feb 10, 2016 5:00:00 AM	[REDACTED]					
Feb 3, 2016 5:00:00 AM	[REDACTED]					
Jan 27, 2016 5:00:00 AM	[REDACTED]					
Jan 20, 2016 5:00:00 AM	[REDACTED]					
Jan 13, 2016 5:00:00 AM	[REDACTED]					
Jan 6, 2016 5:00:00 AM	[REDACTED]					

Associate Comments

Associate Signature: Acknowledged by [REDACTED]**Date:** Feb 22, 2016 6:54:18 PM**Manager Signature:** Acknowledged by O'Brien,Christopher (BadgeID: 0305939)**Date:** Feb 22, 2016 6:54:18 PM**CONFIDENTIAL****AMZ-BRY001490**

CONFIDENTIAL

Acknowledged by associate on Feb 14, 2016 3:53:56 AM - Delivered by Werner,William N (wernerw)

Supportive Feedback Document Productivity - Documented Positive

**Associate Name:** [REDACTED]**Manager Name:** Sauer,Paul (NL4-1800)**Created On:** Feb 14, 2016 3:53:56 AM

Summary

Your recent job performance has met or exceeded Productivity expectations. Your manager and Amazon.com would like to take a moment to recognize your performance and thank you for your hard work.

Communication History

Below is a summary of your Productivity communications

Level	Count	Most Recent
Verbal Coaching	1	Dec 9, 2015
Verbal Positive	13	Feb 3, 2016
Documented Positive	6	Jan 13, 2016

Details of Current Incident/Specific Concerns

Process	Function	LC	Hours	Units	UPH	Expected	% to Goal	% to Curve	Was Borrowed
Stow to Prime	Each Stow to Prime EachStowed Total EACH	Level 5	[REDACTED]						
Each Transfer In	Each Transfer In EachStowed Total EACH	Level 5	[REDACTED]						

Performance Trend

Below is a summary of your past Productivity performance.

Period Start	Unit Count	Hours Worked	UPH	% to Goal	% to Curve	Exempted
Feb 3, 2016 5:00:00 AM	[REDACTED]					
Jan 27, 2016 5:00:00 AM	[REDACTED]					
Jan 20, 2016 5:00:00 AM	[REDACTED]					
Jan 13, 2016 5:00:00 AM	[REDACTED]					
Jan 6, 2016 5:00:00 AM	[REDACTED]					
Dec 30, 2015 5:00:00 AM	[REDACTED]					

Associate Comments

Associate Signature: Acknowledged by [REDACTED]**Date:** Feb 14, 2016 3:53:56 AM**Manager Signature:** Acknowledged by Werner,William N (BadgeID: 11177264)**Date:** Feb 14, 2016 3:53:56 AM**CONFIDENTIAL****AMZ-BRY001491**

CONFIDENTIAL

Acknowledged by associate on Jan 17, 2016 7:08:32 PM - Delivered by Sauer,Paul (paulsaue)

Supportive Feedback Document Productivity - Documented Positive

**Associate Name:** [REDACTED]**Manager Name:** Sauer,Paul (NL4-1800)**Created On:** Jan 17, 2016 7:08:32 PM

Summary

Your recent job performance has met or exceeded Productivity expectations. Your manager and Amazon.com would like to take a moment to recognize your performance and thank you for your hard work.

Communication History

Below is a summary of your Productivity communications

Level	Count	Most Recent
Verbal Coaching	1	Dec 9, 2015
Documented Positive	5	Dec 16, 2015
Verbal Positive	11	Nov 11, 2015

Details of Current Incident/Specific Concerns

Process	Function	LC	Hours	Units	UPH	Expected	% to Goal	% to Curve	Was Borrowed
Stow to Prime	Each Stow to Prime EachStowed Total EACH	Level 5	[REDACTED]						
Each Transfer In	Each Transfer In EachStowed Total EACH	Level 5	[REDACTED]						

Performance Trend

Below is a summary of your past Productivity performance.

Period Start	Unit Count	Hours Worked	UPH	% to Goal	% to Curve	Exempted
Jan 6, 2016 5:00:00 AM	[REDACTED]					
Dec 30, 2015 5:00:00 AM	[REDACTED]					
Dec 23, 2015 5:00:00 AM	[REDACTED]					
Dec 16, 2015 5:00:00 AM	[REDACTED]					
Dec 9, 2015 5:00:00 AM	[REDACTED]					
Dec 2, 2015 5:00:00 AM	[REDACTED]					

Associate Comments

Associate Signature: Acknowledged by [REDACTED]**Date:** Jan 17, 2016 7:08:32 PM**Manager Signature:** Acknowledged by Sauer,Paul (BadgeID: 0163427)**Date:** Jan 17, 2016 7:08:32 PM**CONFIDENTIAL****AMZ-BRY001492**

CONFIDENTIAL

Acknowledged by associate on Dec 20, 2015 11:59:08 PM - Delivered by Sauer,Paul (paulsaue)

Supportive Feedback Document Productivity - Documented Positive

**Associate Name:** [REDACTED]**Manager Name:** Sauer,Paul (NL4-1800)**Created On:** Dec 20, 2015 11:59:08 PM

Summary

Your recent job performance has met or exceeded Productivity expectations. Your manager and Amazon.com would like to take a moment to recognize your performance and thank you for your hard work.

Communication History

Below is a summary of your Productivity communications

Level	Count	Most Recent
Documented Positive	4	Jul 8, 2015
Verbal Positive	11	Nov 11, 2015

Details of Current Incident/Specific Concerns

Process	Function	LC	Hours	Units	UPH	Expected	% to Goal	% to Curve	Was Borrowed
Stow to Prime	Each Stow to Prime EachStowed Total EACH	Level 5	[REDACTED]						
Each Transfer In	Each Transfer In EachStowed Total EACH	Level 5	[REDACTED]						

Performance Trend

Below is a summary of your past Productivity performance.

Period Start	Unit Count	Hours Worked	UPH	% to Goal	% to Curve	Exempted
Dec 9, 2015 5:00:00 AM	[REDACTED]					
Dec 2, 2015 5:00:00 AM	[REDACTED]					
Nov 25, 2015 5:00:00 AM	[REDACTED]					
Nov 18, 2015 5:00:00 AM	[REDACTED]					
Nov 11, 2015 5:00:00 AM	[REDACTED]					
Nov 4, 2015 5:00:00 AM	[REDACTED]					

Associate Comments

Associate Signature: Acknowledged by [REDACTED]**Date:** Dec 20, 2015 11:59:08 PM**Manager Signature:** Acknowledged by Sauer,Paul (BadgeID: 0163427)**Date:** Dec 20, 2015 11:59:08 PM**CONFIDENTIAL****AMZ-BRY001493**

CONFIDENTIAL

Acknowledged by associate on May 16, 2019, 1:52:50 PM - Delivered by Ochoterena,Miguel (mochoter)

Supportive Feedback Document Productivity - Documented Positive



Associate Name: [REDACTED]
Manager Name: Ochoterena,Miguel (DB0-ACOM)
Created On: May 16, 2019, 1:52:50 PM

Summary

Your recent job performance has met or exceeded Productivity expectations. Your manager and Amazon.com would like to take a moment to recognize your performance and thank you for your hard work.

Communication History

The following is a summary of your productivity feedback:

Level	Count	Most Recent
Documented Positive	2	May 08, 2019

Details of Current Incident/Specific Concerns

Process	Function	LC	Hours	Units	UPH	Expected	% to Goal	% to Curve	Was Borrowed
Chuting	Scan Verify AFE 2 ItemPacked Medium EACH	Level 2	[REDACTED]						
Chuting	Scan Verify AFE 2 ItemPacked Medium EACH	Level 3							
Chuting	Scan Verify AFE 2 ItemPacked Small EACH	Level 2							
Chuting	Scan Verify AFE 2 ItemPacked Small EACH	Level 3							

Performance Trend

Below is a summary of your past Productivity performance.

Period Start	Unit Count	Hours Worked	UPH	% to Goal	% to Curve	Exempted
May 08, 2019, 5:00:00 AM	[REDACTED]					
May 01, 2019, 5:00:00 AM						
April 24, 2019, 5:00:00 AM						
April 17, 2019, 5:00:00 AM						
April 10, 2019, 5:00:00 AM						
April 03, 2019, 5:00:00 AM						

Associate Comments

5 swag buckaroos

Associate Signature: Acknowledged by [REDACTED]

Date: May 16, 2019, 1:52:50 PM

Manager Signature: Acknowledged by Ochoterena,Miguel (BadgeID: 11940191)

Date: May 16, 2019, 1:52:50 PM

CONFIDENTIAL**AMZ-BRY001494**

CONFIDENTIAL

Acknowledged by associate on March 03, 2018, 10:53:47 AM - Delivered by Whitney,Ally (alliwhi)

Supportive Feedback Document

Productivity Trend - Documented Coaching



Associate Name: [REDACTED]
Manager Name: Whitney,Ally (DB0-ACOM)
Created On: March 03, 2018, 10:53:47 AM

Summary

Your recent job performance is not meeting Productivity expectations. Meeting performance standards is a critical component of your job. This document provides specific details about your performance and how you are not meeting expectations. In addition, this document describes the steps you and your manager will take to assist you in improving your performance. As a part of this conversation we are interested in understanding what barriers you think need to be removed, or what improvements can be made which would potentially assist you in improving your performance.

Communication History

The following is a summary of your productivity feedback:

Level	Count	Most Recent
Documented Positive	6	September 06, 2017
Verbal Positive	15	February 21, 2018
Documented Coaching	1	January 31, 2018
Verbal Coaching	1	January 10, 2018

Details of Current Incident/Specific Concerns

You have not met Productivity expectations 2 out of the last 6 weeks. See the Trend section below for further details.

Process	Function	LC	Hours	Units	UPH	Expected	% to Goal	% to Curve	Was Borrowed
Chuting	Scan Verify AFE 2 ItemPacked Medium EACH	Level 5	[REDACTED]						
Chuting	Scan Verify AFE 2 ItemPacked Small EACH	Level 5	[REDACTED]						
Sort-Flow	AFE2 Induct ItemInducted Total EACH	Level 5	[REDACTED]						

Performance Trend

Below is a summary of your past Productivity performance.

Period Start	Unit Count	Hours Worked	UPH	% to Goal	% to Curve	Exempted
February 21, 2018, 5:00:00 AM	[REDACTED]					
February 14, 2018, 5:00:00 AM	[REDACTED]					
February 07, 2018, 5:00:00 AM	[REDACTED]					
January 31, 2018, 5:00:00 AM	[REDACTED]					
January 24, 2018, 5:00:00 AM	[REDACTED]					
January 17, 2018, 5:00:00 AM	[REDACTED]					

Areas of Improvement Required by Associate

You are expected to meet 100% of the productivity performance expectation. Please note that if an associate receives a 2nd final or a total of 6 documented counseling write-ups in a rolling 12 months, their employment will end. We are committed to assisting you in improving your productivity performance, and will assist you in addressing any job related barriers that are impacting your ability to meet productivity performance expectations.

Associate Comments

Associate Signature: Acknowledged by [REDACTED]

Date: March 03, 2018, 10:53:47 AM

CONFIDENTIAL**AMZ-BRY001495**

Manager Signature: Acknowledged by Whitney,Ally (BadgeID: 12266206)

Date: March 03, 2018, 10:53:47 AM

CONFIDENTIAL

Acknowledged by associate on February 03, 2018, 5:07:13 PM - Delivered by Whitney,Ally (alliwhi)

Supportive Feedback Document

Productivity Trend - Documented Coaching



Associate Name: [REDACTED]
Manager Name: Whitney,Ally (DB0-ACOM)
Created On: February 03, 2018, 5:07:13 PM

Summary

Your recent job performance is not meeting Productivity expectations. Meeting performance standards is a critical component of your job. This document provides specific details about your performance and how you are not meeting expectations. In addition, this document describes the steps you and your manager will take to assist you in improving your performance. As a part of this conversation we are interested in understanding what barriers you think need to be removed, or what improvements can be made which would potentially assist you in improving your performance.

Communication History

The following is a summary of your productivity feedback:

Level	Count	Most Recent
Documented Positive	6	September 06, 2017
Verbal Positive	12	December 20, 2017
Verbal Coaching	1	January 10, 2018

Details of Current Incident/Specific Concerns

You have not met Productivity expectations 3 out of the last 6 weeks. See the Trend section below for further details.

Process	Function	LC	Hours	Units	UPH	Expected	% to Goal	% to Curve	Was Borrowed
Chuting	Scan Verify AFE 1 ItemPacked Medium EACH	Level 5	[REDACTED]						
Chuting	Scan Verify AFE 1 ItemPacked Small EACH	Level 5							
Chuting	Scan Verify AFE 2 ItemPacked Medium EACH	Level 5							
Chuting	Scan Verify AFE 2 ItemPacked Small EACH	Level 5							

Performance Trend

Below is a summary of your past Productivity performance.

Period Start	Unit Count	Hours Worked	UPH	% to Goal	% to Curve	Exempted
January 24, 2018, 5:00:00 AM	[REDACTED]					
January 17, 2018, 5:00:00 AM						
January 10, 2018, 5:00:00 AM						
January 03, 2018, 5:00:00 AM						
December 27, 2017, 5:00:00 AM						
December 20, 2017, 5:00:00 AM						

Areas of Improvement Required by Associate

You are expected to meet 100% of the productivity performance expectation. Please note that If an associate receives a 2nd final or a total of 6 documented counseling write-ups in a rolling 12 months, their employment will end. We are committed to assisting you in improving your productivity performance, and will assist you in addressing any job related barriers that are impacting your ability to meet productivity performance expectations.

Associate Comments

Associate Signature: Acknowledged by [REDACTED]

Date: February 03, 2018, 5:07:13 PM

CONFIDENTIAL**AMZ-BRY001497**

CONFIDENTIAL

Manager Signature: Acknowledged by Whitney,Ally (BadgeID: 12266206)

Date: February 03, 2018, 5:07:13 PM

CONFIDENTIAL

AMZ-BRY001498

CONFIDENTIAL

Acknowledged by associate on March 09, 2018, 2:18:30 PM - Delivered by Whitney,Ally (alliwhi)

Supportive Feedback Document Productivity Trend - First Written



Associate Name: [REDACTED]
Manager Name: Whitney,Ally (DB0-ACOM)
Created On: March 09, 2018, 2:18:30 PM

Summary

Your recent job performance is not meeting Productivity expectations. Meeting performance standards is a critical component of your job. This document provides specific details about your performance and how you are not meeting expectations. In addition, this document describes the steps you and your manager will take to assist you in improving your performance. As a part of this conversation we are interested in understanding what barriers you think need to be removed, or what improvements can be made which would potentially assist you in improving your performance.

Communication History

The following is a summary of your productivity feedback:

Level	Count	Most Recent
Documented Coaching	2	February 28, 2018
Verbal Coaching	1	January 10, 2018
Verbal Positive	15	February 21, 2018
Documented Positive	6	September 06, 2017

Details of Current Incident/Specific Concerns

You have not met Productivity expectations 3 out of the last 6 weeks. See the Trend section below for further details.

Process	Function	LC	Hours	Units	UPH	Expected	% to Goal	% to Curve	Was Borrowed
Chuting	Scan Verify AFE 2 ItemPacked Medium EACH	Level 5	[REDACTED]						
Chuting	Scan Verify AFE 2 ItemPacked Small EACH	Level 5	[REDACTED]						
Sort-Flow	AFE2 Induct ItemInducted Total EACH	Level 5	[REDACTED]						

Performance Trend

Below is a summary of your past Productivity performance.

Period Start	Unit Count	Hours Worked	UPH	% to Goal	% to Curve	Exempted
February 28, 2018, 5:00:00 AM	[REDACTED]					
February 21, 2018, 5:00:00 AM	[REDACTED]					
February 14, 2018, 5:00:00 AM	[REDACTED]					
February 07, 2018, 5:00:00 AM	[REDACTED]					
January 31, 2018, 5:00:00 AM	[REDACTED]					
January 24, 2018, 5:00:00 AM	[REDACTED]					

Areas of Improvement Required by Associate

You are expected to meet 100% of the productivity performance expectation. Please note that if an associate receives a 2nd final or a total of 6 documented counseling write-ups in a rolling 12 months, their employment will end. We are committed to assisting you in improving your productivity performance, and will assist you in addressing any job related barriers that are impacting your ability to meet productivity performance expectations.

Associate Comments

Associate Signature: Acknowledged by [REDACTED]

Date: March 09, 2018, 2:18:30 PM

CONFIDENTIAL**AMZ-BRY001499**

Manager Signature: Acknowledged by Whitney,Ally (BadgeID: 12266206)

Date: March 09, 2018, 2:18:30 PM

CONFIDENTIAL

AMZ-BRY001500

CONFIDENTIAL



12/19/2016



This letter confirms that the date of involuntary termination of your employment with Amazon.com.dedc, LLC is December 19, 2016.

You have executed a Confidentiality and Invention Assignment Agreement with the Company. You are reminded that certain provisions of the agreement survive the termination of your employment with the Company and remain in full force and effect.

We wish you the best in your future endeavors.

Sincerely,
Amazon Human Resources



CONFIDENTIAL



AMZ-BRY001501

CONFIDENTIAL



[REDACTED]

[REDACTED]

This letter confirms that the date of involuntary termination of your employment with Amazon.com Services LLC is July 2, 2020.

You have executed a Confidentiality and Invention Assignment Agreement with the Company. You are reminded that certain provisions of the agreement survive the termination of your employment with the Company and remain in full force and effect.

We wish you the best in your future endeavors.

Sincerely,
Amazon Human Resources



CONFIDENTIAL



AMZ-BRY001502

CONFIDENTIAL

Acknowledged by associate on October 12, 2019, 11:55:26 AM - Delivered by DiPietro,Ben (dipieb)

Supportive Feedback Document Unpaid Personal Time - Notice



Associate Name: [REDACTED]
Manager Name: DiPietro,Ben (DH3-0730)
Created On: October 12, 2019, 11:55:26 AM

Summary

We value you as a team member and appreciate the effort you give to ensure we are the Earth's most customer centric company! As an owner, we want you to be successful. You start your employment with a bank of Unpaid Personal Time (UPT), in addition to paid vacation and personal time. Your UPT bank is refreshed with an additional 20 hours each quarter (up to a maximum of 80 hours). This conversation is to make sure you know where you stand with your bank of UPT and the date your bank will be refreshed. This is just a friendly reminder: if your UPT balance is depleted past zero and you have no paid personal time available or other approved leave options, as described in the attendance policy, termination of employment will occur. So, please make sure you track your UPT balance and manage your time. If you have questions or need help, just ask!

Communication History

The following is a summary of your unpaid personal time feedback:

Level	Count	Most Recent
Notice	2	July 12, 2019, 12:00:00 AM

Details of Current Incident/Specific Concerns

We value you as a team member and appreciate the effort you give to ensure we are the Earth's most customer centric company! As an owner, we want you to be successful. You start your employment with a bank of Unpaid Personal Time (UPT), in addition to paid vacation and personal time. Your UPT bank is refreshed with an additional 20 hours each quarter (up to a maximum of 80 hours). This conversation is to make sure you know where you stand with your bank of UPT and the date your bank will be refreshed. Your next 20-hour allotment of UPT will be deposited into your UPT bank on: **January 01, 2020**, Current UPT Balance is **10**, As of: **October 09, 2019**

Associate Comments

Associate Signature: [REDACTED]

Date: October 12, 2019, 11:55:26 AM

Manager Signature: Acknowledged by DiPietro,Ben (BadgeID: 11612236)

Date: October 12, 2019, 11:55:26 AM

CONFIDENTIAL**AMZ-BRY001503**

CONFIDENTIAL

Acknowledged by associate on July 12, 2019, 11:53:36 PM - Delivered by Ochoterena III,Miguel Angel (mochoter)

Supportive Feedback Document Unpaid Personal Time - Notice

**Associate Name:** [REDACTED]**Manager Name:** Ochoterena III,Miguel Angel (DB1-0730)**Created On:** July 12, 2019, 11:53:36 PM

Summary

We value you as a team member and appreciate the effort you give to ensure we are the Earth's most customer centric company! As an owner, we want you to be successful. You start your employment with a bank of Unpaid Personal Time (UPT), in addition to paid vacation and personal time. Your UPT bank is refreshed with an additional 20 hours each quarter (up to a maximum of 80 hours). This conversation is to make sure you know where you stand with your bank of UPT and the date your bank will be refreshed. This is just a friendly reminder: if your UPT balance is depleted past zero and you have no paid personal time available or other approved leave options, as described in the attendance policy, termination of employment will occur. So, please make sure you track your UPT balance and manage your time. If you have questions or need help, just ask!

Communication History

The following is a summary of your unpaid personal time feedback:

Level	Count	Most Recent
Notice	1	June 13, 2019, 12:00:00 AM

Details of Current Incident/Specific Concerns

We value you as a team member and appreciate the effort you give to ensure we are the Earth's most customer centric company! As an owner, we want you to be successful. You start your employment with a bank of Unpaid Personal Time (UPT), in addition to paid vacation and personal time. Your UPT bank is refreshed with an additional 20 hours each quarter (up to a maximum of 80 hours). This conversation is to make sure you know where you stand with your bank of UPT and the date your bank will be refreshed. Your next 20-hour allotment of UPT will be deposited into your UPT bank on: **October 01, 2019**, Current UPT Balance is **15**, As of: **July 12, 2019**

Associate Comments

Associate Signature: Acknowledged by [REDACTED]**Date:** July 12, 2019, 11:53:36 PM**Manager Signature:** Acknowledged by Ochoterena III,Miguel Angel (BadgeID: 11940191)**Date:** July 12, 2019, 11:53:36 PM**CONFIDENTIAL****AMZ-BRY001504**

CONFIDENTIAL

Acknowledged by associate on June 15, 2019, 3:58:13 PM - Delivered by Brennan,Michael (brennmic)

Supportive Feedback Document Unpaid Personal Time - Notice



Associate Name: [REDACTED]
Manager Name: Ochoterena,Miguel (DB1-0730)
Created On: June 15, 2019, 3:58:13 PM

Summary

We value you as a team member and appreciate the effort you give to ensure we are the Earth's most customer centric company! As an owner, we want you to be successful. You start your employment with a bank of Unpaid Personal Time (UPT), in addition to paid vacation and personal time. Your UPT bank is refreshed with an additional 20 hours each quarter (up to a maximum of 80 hours). This conversation is to make sure you know where you stand with your bank of UPT and the date your bank will be refreshed. This is just a friendly reminder: if your UPT balance is depleted past zero and you have no paid personal time available or other approved leave options, as described in the attendance policy, termination of employment will occur. So, please make sure you track your UPT balance and manage your time. If you have questions or need help, just ask!

Communication History

The following is a summary of your unpaid personal time feedback:

Level	Count	Most Recent
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Details of Current Incident/Specific Concerns

We value you as a team member and appreciate the effort you give to ensure we are the Earth's most customer centric company! As an owner, we want you to be successful. You start your employment with a bank of Unpaid Personal Time (UPT), in addition to paid vacation and personal time. Your UPT bank is refreshed with an additional 20 hours each quarter (up to a maximum of 80 hours). This conversation is to make sure you know where you stand with your bank of UPT and the date your bank will be refreshed. Your next 20-hour allotment of UPT will be deposited into your UPT bank on: **July 01, 2019**, Current UPT Balance is **10**, As of: **June 13, 2019**

Associate Comments

Associate Signature: Acknowledged by [REDACTED]

Date: June 15, 2019, 3:58:13 PM

Manager Signature: Acknowledged by Brennan,Michael (BadgeID: 0162615)

Date: June 15, 2019, 3:58:13 PM

CONFIDENTIAL**AMZ-BRY001505**

CONFIDENTIAL

Acknowledged by associate on October 19, 2017, 12:47:46 AM - Delivered by Krupa,James (krujames)

Supportive Feedback Document Unpaid Personal Time - Notice



Associate Name: [REDACTED]
Manager Name: Gianoli,Francesca (NB0-ACOM)
Created On: October 19, 2017, 12:47:46 AM

Summary

We value you as a team member and appreciate the effort you give to ensure we are the Earth's most customer centric company! As an owner, we want you to be successful. You start your employment with a bank of Unpaid Personal Time (UPT), in addition to paid vacation and personal time. Your UPT bank is refreshed with an additional 20 hours each quarter (up to a maximum of 80 hours). This conversation is to make sure you know where you stand with your bank of UPT and the date your bank will be refreshed. This is just a friendly reminder: if your UPT balance is depleted past zero and you have no paid personal time available or other approved leave options, as described in the attendance policy, termination of employment will occur. So, please make sure you track your UPT balance and manage your time. If you have questions or need help, just ask!

Communication History

The following is a summary of your unpaid personal time feedback:

Level	Count	Most Recent
Notice	3	September 03, 2017, 12:00:00 AM
Termination	1	December 02, 2016, 12:00:00 AM

Details of Current Incident/Specific Concerns

We value you as a team member and appreciate the effort you give to ensure we are the Earth's most customer centric company! As an owner, we want you to be successful. You start your employment with a bank of Unpaid Personal Time (UPT), in addition to paid vacation and personal time. Your UPT bank is refreshed with an additional 20 hours each quarter (up to a maximum of 80 hours). This conversation is to make sure you know where you stand with your bank of UPT and the date your bank will be refreshed. Your next 20-hour allotment of UPT will be deposited into your UPT bank on: **January 01, 2018**, Current UPT Balance is 2, As of: **October 18, 2017**

Associate Comments

Associate Signature: Acknowledged by [REDACTED]

Date: October 19, 2017, 12:47:46 AM

Manager Signature: Acknowledged by Krupa,James (BadgeID: 0209393)

Date: October 19, 2017, 12:47:46 AM

CONFIDENTIAL**AMZ-BRY001506**

CONFIDENTIAL

Acknowledged by associate on September 09, 2017, 4:43:23 AM - Delivered by Gianoli,Francesca (gianolif)

Supportive Feedback Document Unpaid Personal Time - Notice



Associate Name: [REDACTED]
Manager Name: Gianoli,Francesca (NB0-ACOM)
Created On: September 09, 2017, 4:43:23 AM

Summary

We value you as a team member and appreciate the effort you give to ensure we are the Earth's most customer centric company! As an owner, we want you to be successful. You start your employment with a bank of Unpaid Personal Time (UPT), in addition to paid vacation and personal time. Your UPT bank is refreshed with an additional 20 hours each quarter (up to a maximum of 80 hours). This conversation is to make sure you know where you stand with your bank of UPT and the date your bank will be refreshed. This is just a friendly reminder: if your UPT balance is depleted past zero and you have no paid personal time available or other approved leave options, as described in the attendance policy, termination of employment will occur. So, please make sure you track your UPT balance and manage your time. If you have questions or need help, just ask!

Communication History

The following is a summary of your unpaid personal time feedback:

Level	Count	Most Recent
Notice	2	April 29, 2017, 12:00:00 AM
Termination	1	December 02, 2016, 12:00:00 AM

Details of Current Incident/Specific Concerns

We value you as a team member and appreciate the effort you give to ensure we are the Earth's most customer centric company! As an owner, we want you to be successful. You start your employment with a bank of Unpaid Personal Time (UPT), in addition to paid vacation and personal time. Your UPT bank is refreshed with an additional 20 hours each quarter (up to a maximum of 80 hours). This conversation is to make sure you know where you stand with your bank of UPT and the date your bank will be refreshed. Your next 20-hour allotment of UPT will be deposited into your UPT bank on: **October 01, 2017**, Current UPT Balance is 5, As of: **September 07, 2017**

Associate Comments

Associate Signature: Acknowledged by [REDACTED]

Date: September 09, 2017, 4:43:23 AM

Manager Signature: Acknowledged by Gianoli,Francesca (BadgeID: 11349660)

Date: September 09, 2017, 4:43:23 AM

CONFIDENTIAL**AMZ-BRY001507**

CONFIDENTIAL

Acknowledged by associate on May 06, 2017, 3:31:39 AM - Delivered by Gianoli,Francesca (gianolif)

Supportive Feedback Document Unpaid Personal Time - Notice

**Associate Name:** [REDACTED]**Manager Name:** Little,Carlton Jay (NB1-1830)**Created On:** May 06, 2017, 3:31:39 AM

Summary

We value you as a team member and appreciate the effort you give to ensure we are the Earth's most customer centric company! As an owner, we want you to be successful. Each fulltime associate starts out with a bank of 40 of Unpaid Personal Time (UPT), in addition to paid vacation and personal time. Your UPT bank is refreshed with an additional 20 hours each quarter (up to a maximum of 80 hours). This conversation is to make sure you know where you stand with your bank of UPT and the date your bank will be refreshed. This is just a friendly reminder: if your UPT balance is depleted past zero and you have no paid personal time available or other approved leave options, as described in the attendance policy, termination of employment will occur. So, please make sure you track your UPT balance and manage your time. If you have questions or need help, just ask!

Communication History

The following is a summary of your unpaid personal time feedback:

Level	Count	Most Recent
Notice	2	November 23, 2016, 12:00:00 AM
Termination	1	December 02, 2016, 12:00:00 AM

Details of Current Incident/Specific Concerns

We value you as a team member and appreciate the effort you give to ensure we are the Earth's most customer centric company! As an owner, we want you to be successful. Each fulltime associate starts out with a bank of 40 of Unpaid Personal Time (UPT), in addition to paid vacation and personal time. Your UPT bank is refreshed with an additional 20 hours each quarter (up to a maximum of 80 hours). This conversation is to make sure you know where you stand with your bank of UPT and the date your bank will be refreshed. Your next 20-hour allotment of UPT will be deposited into your UPT bank on: **July 01, 2017**, Current UPT Balance is 7, As of: **May 03, 2017**

Associate Comments

AA unsure but will follow up with HR if incorrect

Associate Signature: Acknowledged by [REDACTED]**Date:** May 06, 2017, 3:31:39 AM**Manager Signature:** Acknowledged by Gianoli,Francesca (BadgeID: 11349660)**Date:** May 06, 2017, 3:31:39 AM**CONFIDENTIAL****AMZ-BRY001508**

CONFIDENTIAL

Acknowledged by associate on December 19, 2016, 12:13:04 PM - Delivered by Nelson,Ashley Brook (asnelso)

Supportive Feedback Document Attendance - Termination

**Associate Name:** [REDACTED]**Manager Name:** Hyppolite,Mckel (NH3-1800)**Created On:** December 19, 2016, 12:13:04 PM

Summary

Your recent job performance is not meeting Attendance expectations. Meeting performance standards is a critical component of your job. This document provides specific details about your performance and how you are not meeting expectations.

Communication History

The following is a summary of your attendance feedback:

Level	Count	Most Recent
Notice	3	November 23, 2016, 12:00:00 AM

Details of Current Incident/Specific Concerns

Your current UPT balance is **-185**. You are expected to meet 100% of the attendance performance expectation. We are committed to assisting you in improving your attendance performance, and will assist you in addressing any job related barriers that are impacting your ability to meet attendance performance expectations.

Associate Comments

Associate Signature: Acknowledged by [REDACTED]**Date:** December 19, 2016, 12:13:04 PM**Manager Signature:** Acknowledged by Nelson,Ashley Brook (BadgelD: 11345716)**Date:** December 19, 2016, 12:13:04 PM**CONFIDENTIAL****AMZ-BRY001509**

CONFIDENTIAL

Acknowledged by associate on November 29, 2016, 10:01:27 PM - Delivered by poline.godson Emmanuel (godsonp)

Supportive Feedback Document Unpaid Personal Time - Notice

**Associate Name:** [REDACTED]**Manager Name:** Hyppolite,Mckel (NH3-1800)**Created On:** November 29, 2016, 10:01:27 PM

Summary

We value you as a team member and appreciate the effort you give to ensure we are the Earth's most customer centric company! As an owner, we want you to be successful. Each fulltime associate starts out with a bank of 40 of Unpaid Personal Time (UPT), in addition to paid vacation and personal time. Your UPT bank is refreshed with an additional 20 hours each quarter (up to a maximum of 80 hours). This conversation is to make sure you know where you stand with your bank of UPT and the date your bank will be refreshed. This is just a friendly reminder: if your UPT balance is depleted past zero and you have no paid personal time available or other approved leave options, as described in the attendance policy, termination of employment will occur. So, please make sure you track your UPT balance and manage your time. If you have questions or need help, just ask!

Communication History

The following is a summary of your unpaid personal time feedback:

Level	Count	Most Recent
Notice	2	May 22, 2016, 12:00:00 AM

Details of Current Incident/Specific Concerns

We value you as a team member and appreciate the effort you give to ensure we are the Earth's most customer centric company! As an owner, we want you to be successful. Each fulltime associate starts out with a bank of 40 of Unpaid Personal Time (UPT), in addition to paid vacation and personal time. Your UPT bank is refreshed with an additional 20 hours each quarter (up to a maximum of 80 hours). This conversation is to make sure you know where you stand with your bank of UPT and the date your bank will be refreshed. Your next 20-hour allotment of UPT will be deposited into your UPT bank on: **January 01, 2017**, Current UPT Balance is **3**, As of: **November 23, 2016**

Associate Comments

Associate Signature: Acknowledged by [REDACTED]**Date:** November 29, 2016, 10:01:27 PM**Manager Signature:** Acknowledged by poline.godson Emmanuel (BadgelD: 11349661)**Date:** November 29, 2016, 10:01:27 PM**CONFIDENTIAL****AMZ-BRY001510**

CONFIDENTIAL

Acknowledged by associate on May 27, 2016 9:35:01 PM - Delivered by Lescrinier,Stephanie A (lescrins)

Supportive Feedback Document Unpaid Personal Time - Notice

**Associate Name:** [REDACTED]**Manager Name:** Bhayani,Zakir H (NH3-1800)**Created On:** May 27, 2016 9:35:02 PM

Summary

We value you as a team member and appreciate the effort you give to ensure we are the Earth's most customer centric company! As an owner, we want you to be successful. Each fulltime associate starts out with a bank of 40 of Unpaid Personal Time (UPT), in addition to paid vacation and personal time. Your UPT bank is refreshed with an additional 20 hours each quarter (up to a maximum of 80 hours). This conversation is to make sure you know where you stand with your bank of UPT and the date your bank will be refreshed. This is just a friendly reminder: if your UPT balance is depleted past zero and you have no paid personal time available or other approved leave options, as described in the attendance policy, termination of employment will occur. So, please make sure you track your UPT balance and manage your time. If you have questions or need help, just ask!

Communication History

Below is a summary of your Attendance communications

Level	Count	Most Recent
Notice	1	Feb 4, 2016 12:00:00 AM

Details of Current Incident/Specific Concerns

We value you as a team member and appreciate the effort you give to ensure we are the Earth's most customer centric company! As an owner, we want you to be successful. Each fulltime associate starts out with a bank of 40 of Unpaid Personal Time (UPT), in addition to paid vacation and personal time. Your UPT bank is refreshed with an additional 20 hours each quarter (up to a maximum of 80 hours). This conversation is to make sure you know where you stand with your bank of UPT and the date your bank will be refreshed. Your next 20-hour allotment of UPT will be deposited into your UPT bank on: **Jul 1, 2016**, Current UPT Balance is **0**, As of: **May 27, 2016**

Associate Comments

Associate Signature: Acknowledged by [REDACTED]**Date:** May 27, 2016 9:35:01 PM**Manager Signature:** Acknowledged by Lescrinier,Stephanie A (BadgeID: 11349569)**Date:** May 27, 2016 9:35:01 PM**CONFIDENTIAL****AMZ-BRY001511**

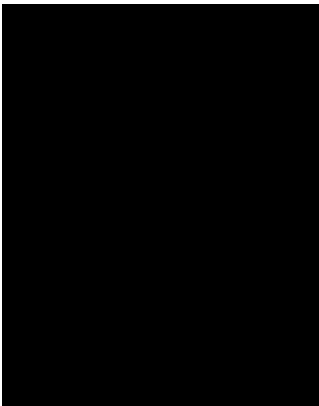
CONFIDENTIAL

Acknowledged by associate on December 04, 2019, 8:21:17 PM - Delivered by Gosch,Jordan (goscj)

Supportive Feedback Document Unpaid Personal Time - Notice



Associate Name: [REDACTED]
Manager Name: Gosch,Jordan (NC7-1800)
Created On: December 04, 2019, 8:21:17 PM



Summary

We value you as a team member and appreciate the effort you give to ensure we are the Earth's most customer centric company! As an owner, we want you to be successful. You start your employment with a bank of Unpaid Personal Time (UPT), in addition to paid vacation and personal time. Your UPT bank is refreshed with an additional 20 hours each quarter (up to a maximum of 80 hours). This conversation is to make sure you know where you stand with your bank of UPT and the date your bank will be refreshed. This is just a friendly reminder; if your UPT balance is depleted past zero and you have no paid personal time available or other approved leave options, as described in the attendance policy, termination of employment will occur. So, please make sure you track your UPT balance and manage your time. If you have questions or need help, just ask!

Communication History

The following is a summary of your unpaid personal time feedback:

Level	Count	Most Recent
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Details of Current Incident/Specific Concerns

We value you as a team member and appreciate the effort you give to ensure we are the Earth's most customer centric company! As an owner, we want you to be successful. You start your employment with a bank of Unpaid Personal Time (UPT), in addition to paid vacation and personal time. Your UPT bank is refreshed with an additional 20 hours each quarter (up to a maximum of 80 hours). This conversation is to make sure you know where you stand with your bank of UPT and the date your bank will be refreshed. Your next 20-hour allotment of UPT will be deposited into your UPT bank on: **January 01, 2020**, Current UPT Balance is **12**, As of: **November 26, 2019**

Associate Comments

Associate Signature: [REDACTED]

Date: December 04, 2019, 8:21:17 PM

Manager Signature: Acknowledged by Gosch,Jordan (BadgelID: 12126833)

Date: December 04, 2019, 8:21:17 PM

CONFIDENTIAL

AMZ-BRY002448

CONFIDENTIAL

Acknowledged by associate on December 04, 2019, 8:21:17 PM - Delivered by Gosch,Jordan (goscj)

Supportive Feedback Document Unpaid Personal Time - Notice

**Associate Name:** [REDACTED]**Manager Name:** Gosch,Jordan (NC7-1800)**Created On:** December 04, 2019, 8:21:17 PM

Summary

We value you as a team member and appreciate the effort you give to ensure we are the Earth's most customer centric company! As an owner, we want you to be successful. You start your employment with a bank of Unpaid Personal Time (UPT), in addition to paid vacation and personal time. Your UPT bank is refreshed with an additional 20 hours each quarter (up to a maximum of 80 hours). This conversation is to make sure you know where you stand with your bank of UPT and the date your bank will be refreshed. This is just a friendly reminder; if your UPT balance is depleted past zero and you have no paid personal time available or other approved leave options, as described in the attendance policy, termination of employment will occur. So, please make sure you track your UPT balance and manage your time. If you have questions or need help, just ask!

Communication History

The following is a summary of your unpaid personal time feedback:

Level	Count	Most Recent
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Details of Current Incident/Specific Concerns

We value you as a team member and appreciate the effort you give to ensure we are the Earth's most customer centric company! As an owner, we want you to be successful. You start your employment with a bank of Unpaid Personal Time (UPT), in addition to paid vacation and personal time. Your UPT bank is refreshed with an additional 20 hours each quarter (up to a maximum of 80 hours). This conversation is to make sure you know where you stand with your bank of UPT and the date your bank will be refreshed. Your next 20-hour allotment of UPT will be deposited into your UPT bank on: **January 01, 2020**, Current UPT Balance is **12**, As of: **November 26, 2019**

Associate Comments

Associate Signature: [REDACTED]**Date:** December 04, 2019, 8:21:17 PM**Manager Signature:** Acknowledged by Gosch,Jordan (BadgelD: 12126833)**Date:** December 04, 2019, 8:21:17 PM**CONFIDENTIAL****AMZ-BRY002449**

CONFIDENTIAL

Acknowledged by associate on May 11, 2019, 10:47:24 AM - Delivered by LLuberes,Rodolfo (lluberes)

Supportive Feedback Document Behavioral - Documented Coaching



Associate Name: [REDACTED]
Manager Name: LLuberes,Rodolfo (DH3-0700)
Created On: May 11, 2019, 10:47:24 AM

Summary

Your recent job performance is not meeting Behavioral expectations. Meeting performance standards is a critical component of your job. This document provides specific details about your performance and how you are not meeting expectations. In addition, this document describes the steps you and your manager will take to assist you in improving your performance. As a part of this conversation we are interested in understanding what barriers you think need to be removed, or what improvements can be made which would potentially assist you in improving your performance.

Communication History

The following is a summary of your behavioral feedback:

Level	Count	Most Recent
Verbal Coaching	1	November 22, 2018, 12:45:22 AM

Details of Current Incident/Specific Concerns

The following feedback pertains to Amazon's Standards of Conduct as a Category 2 violation of the Standards of Conduct. The policy classifies abusive, vulgar, or harassing language to a supervisor, fellow associate, or vendor as a Category 2 violation of the Standards of Conduct. On May 11 2019, was reported that you had used inappropriate language towards an associate. During a 'Seek to understand' conversation you, admitted to saying "I dont give a shit anymore". You must be respectful and professional in all your communications, whether verbal, electronic (email) or other written. As detailed above, you have failed to meet this expectation.

Areas of Improvement Required by Associate

The Standards of Conduct strive to establish a collaborative, non-hostile work environment. The acts of inappropriate behavior creates a hostile atmosphere and may offend others. You are expected to be in compliance with the Standards of Conduct policy at all times while working in the Fulfillment Center. Continued violation of this policy may result in further corrective action, up to and including termination.

Associate Comments

Associate Signature: [REDACTED]

Date: May 11, 2019, 10:47:24 AM

Manager Signature: Acknowledged by LLuberes,Rodolfo (BadgeID: 0044828)

Date: May 11, 2019, 10:47:24 AM

CONFIDENTIAL**AMZ-BRY002450**

CONFIDENTIAL

Acknowledged by associate on September 17, 2020, 2:02:03 AM - Delivered by Greene,Donovan Rhys (dnvagr)

Supportive Feedback Document Behavioral - Final Written

**Associate Name:** [REDACTED]**Manager Name:** Greene,Donovan Rhys (NC7-1800)**Created On:** September 17, 2020, 2:02:04 AM

Summary

Your recent job performance is not meeting Behavioral expectations. Meeting performance standards is a critical component of your job. This document provides specific details about your performance and how you are not meeting expectations. In addition, this document describes the steps you and your manager will take to assist you in improving your performance. As a part of this conversation we are interested in understanding what barriers you think need to be removed, or what improvements can be made which would potentially assist you in improving your performance.

Communication History

The following is a summary of your behavioral feedback:

Level	Count	Most Recent
Verbal Coaching	1	June 24, 2020, 12:23:18 AM

Details of Current Incident/Specific Concerns

On August 28, 2020, you were found to have participated in harassing/discriminatory behavior. Specifically, making inappropriate comments to another associate by calling him "an illegal alien."

Areas of Improvement Required by Associate

Associates are required to treat other employees, vendors, and visitors with respect and dignity. Amazon.com does not tolerate inappropriate or offensive conduct, including harassment and/or discriminatory actions or communications. As detailed above, you have failed to meet this expectation. You must treat all employees, vendors, and visitors in a respectful and courteous manner. It's critical that you avoid any statements or actions that might offend or demean an individual based on his or her race, religion, ethnicity, age, gender, or other characteristics. Sexual or demeaning actions or comments are also unacceptable. Further violation of Amazon's Workplace Harassment Policy/Discrimination Policy will lead to further discipline, up to and including termination of employment.

Associate Comments

I acknowledge that I have been informed of my right to appeal this feedback if I meet all eligibility requirements defined by the Appeals Policy, and that I know where to obtain an appeals packet.

Associate Signature: [REDACTED]**Date:** September 17, 2020, 2:02:03 AM**Manager Signature:** Acknowledged by Greene,Donovan Rhys (BadgelD: 11497606)**Date:** September 17, 2020, 2:02:03 AM**CONFIDENTIAL****AMZ-BRY002451**

CONFIDENTIAL

Acknowledged by associate on May 11, 2019, 10:47:24 AM - Delivered by LLuberes,Rodolfo (lluberes)

Supportive Feedback Document Behavioral - Documented Coaching



Associate Name: [REDACTED]
Manager Name: LLuberes,Rodolfo (DH3-0700)
Created On: May 11, 2019, 10:47:24 AM

Summary

Your recent job performance is not meeting Behavioral expectations. Meeting performance standards is a critical component of your job. This document provides specific details about your performance and how you are not meeting expectations. In addition, this document describes the steps you and your manager will take to assist you in improving your performance. As a part of this conversation we are interested in understanding what barriers you think need to be removed, or what improvements can be made which would potentially assist you in improving your performance.

Communication History

The following is a summary of your behavioral feedback:

Level	Count	Most Recent
Verbal Coaching	1	November 22, 2018, 12:45:22 AM

Details of Current Incident/Specific Concerns

The following feedback pertains to Amazon's Standards of Conduct as a Category 2 violation of the Standards of Conduct. The policy classifies abusive, vulgar, or harassing language to a supervisor, fellow associate, or vendor as a Category 2 violation of the Standards of Conduct. On May 11 2019, was reported that you had used inappropriate language towards an associate. During a 'Seek to understand' conversation you, admitted to saying "I dont give a shit anymore". You must be respectful and professional in all your communications, whether verbal, electronic (email) or other written. As detailed above, you have failed to meet this expectation.

Areas of Improvement Required by Associate

The Standards of Conduct strive to establish a collaborative, non-hostile work environment. The acts of inappropriate behavior creates a hostile atmosphere and may offend others. You are expected to be in compliance with the Standards of Conduct policy at all times while working in the Fulfillment Center. Continued violation of this policy may result in further corrective action, up to and including termination.

Associate Comments

Associate Signature: [REDACTED]

Date: May 11, 2019, 10:47:24 AM

Manager Signature: Acknowledged by LLuberes,Rodolfo (BadgeID: 0044828)

Date: May 11, 2019, 10:47:24 AM

CONFIDENTIAL**AMZ-BRY002452**

CONFIDENTIAL

Acknowledged by associate on September 17, 2020, 2:02:03 AM - Delivered by Greene,Donovan Rhys (dnvagr)

Supportive Feedback Document Behavioral - Final Written

**Associate Name:** [REDACTED]**Manager Name:** Greene,Donovan Rhys (NC7-1800)**Created On:** September 17, 2020, 2:02:04 AM

Summary

Your recent job performance is not meeting Behavioral expectations. Meeting performance standards is a critical component of your job. This document provides specific details about your performance and how you are not meeting expectations. In addition, this document describes the steps you and your manager will take to assist you in improving your performance. As a part of this conversation we are interested in understanding what barriers you think need to be removed, or what improvements can be made which would potentially assist you in improving your performance.

Communication History

The following is a summary of your behavioral feedback:

Level	Count	Most Recent
Verbal Coaching	1	June 24, 2020, 12:23:18 AM

Details of Current Incident/Specific Concerns

On August 28, 2020, you were found to have participated in harassing/discriminatory behavior. Specifically, making inappropriate comments to another associate by calling him "an illegal alien."

Areas of Improvement Required by Associate

Associates are required to treat other employees, vendors, and visitors with respect and dignity. Amazon.com does not tolerate inappropriate or offensive conduct, including harassment and/or discriminatory actions or communications. As detailed above, you have failed to meet this expectation. You must treat all employees, vendors, and visitors in a respectful and courteous manner. It's critical that you avoid any statements or actions that might offend or demean an individual based on his or her race, religion, ethnicity, age, gender, or other characteristics. Sexual or demeaning actions or comments are also unacceptable. Further violation of Amazon's Workplace Harassment Policy/Discrimination Policy will lead to further discipline, up to and including termination of employment.

Associate Comments

I acknowledge that I have been informed of my right to appeal this feedback if I meet all eligibility requirements defined by the Appeals Policy, and that I know where to obtain an appeals packet.

Associate Signature: [REDACTED]**Date:** September 17, 2020, 2:02:03 AM**Manager Signature:** Acknowledged by Greene,Donovan Rhys (BadgelD: 11497606)**Date:** September 17, 2020, 2:02:03 AM**CONFIDENTIAL****AMZ-BRY002453**

CONFIDENTIAL

Acknowledged by associate on January 18, 2020, 12:00:38 AM - Delivered by Strange,Jon (jonstran)

Supportive Feedback Document Productivity - First Written



Associate Name: [REDACTED]
Manager Name: Gosch, Jordan (NC7-1800)
Created On: January 18, 2020, 12:00:38 AM

Summary

Your recent job performance is not meeting Productivity expectations. Meeting performance standards is a critical component of your job. This document provides specific details about your performance and how you are not meeting expectations. In addition, this document describes the steps you and your manager will take to assist you in improving your performance. As a part of this conversation we are interested in understanding what barriers you think need to be removed, or what improvements can be made which would potentially assist you in improving your performance.

Communication History

The following is a summary of your productivity feedback:

Level	Count	Most Recent
Verbal Positive	9	July 31, 2019
Documented Coaching	3	December 18, 2019
Documented Positive	2	July 24, 2019
Verbal Coaching	2	August 14, 2019

Details of Current Incident/Specific Concerns

Process	Function	LC	Hours	Units	UPH	Target	% to Goal	% to Curve
Each Transfer In	Each Transfer In EachStowed Medium EACH	Level 5	[REDACTED]					
Each Transfer In	Each Transfer In EachStowed Small EACH	Level 5						
Stow to Prime	Each Stow to Prime EachStowed Medium EACH	Level 5						
Stow to Prime	Each Stow to Prime EachStowed Small EACH	Level 5						

Performance Trend

Below is a summary of your past Productivity performance.

Period Start	Unit Count	Hours Worked	UPH	% to Goal	% to Peers	Exempted
January 08, 2020, 5:00:00 AM	[REDACTED]					
January 01, 2020, 5:00:00 AM						
December 25, 2019, 5:00:00 AM						
December 18, 2019, 5:00:00 AM						
December 11, 2019, 5:00:00 AM						
December 04, 2019, 5:00:00 AM						

Areas of Improvement Required by Associate

We are committed to helping you improve your overall productivity performance and will assist in addressing any job related barriers impacting your ability to meet expectations based on your willingness to improve. Currently, you aren't meeting expectations per the Quality and Productivity Performance Policy. If performance continues to not meet expectation, further corrective action and/or termination may occur. In addition, if an associate receives a total of 6 written warnings in a rolling 12 months, their employment will end. Please reach out to your manager for additional training or resources.

Associate Comments

Associate Signature: [REDACTED]

Date: January 18, 2020, 12:00:38 AM

CONFIDENTIAL**AMZ-BRY002454**

Manager Signature: Acknowledged by Strange,Jon (BadgeID: 12553862)

Date: January 18, 2020, 12:00:38 AM

CONFIDENTIAL

AMZ-BRY002455

CONFIDENTIAL

Acknowledged by associate on December 18, 2019, 9:15:07 PM - Delivered by Gosch,Jordan (goscj)

Supportive Feedback Document Productivity - Documented Coaching



Associate Name: [REDACTED]
Manager Name: Gosch,Jordan (NC7-1800)
Created On: December 18, 2019, 9:15:07 PM

Summary

Your recent job performance is not meeting Productivity expectations. Meeting performance standards is a critical component of your job. This document provides specific details about your performance and how you are not meeting expectations. In addition, this document describes the steps you and your manager will take to assist you in improving your performance. As a part of this conversation we are interested in understanding what barriers you think need to be removed, or what improvements can be made which would potentially assist you in improving your performance.

Communication History

The following is a summary of your productivity feedback:

Level	Count	Most Recent
Documented Positive	2	July 24, 2019
Documented Coaching	2	December 11, 2019
Verbal Coaching	2	August 14, 2019
Verbal Positive	10	July 31, 2019

Details of Current Incident/Specific Concerns

Process	Function	LC	Hours	Units	UPH	Target	% to Goal	% to Curve
Each Transfer In	Each Transfer In EachStowed Medium EACH	Level 5	[REDACTED]					
Each Transfer In	Each Transfer In EachStowed Small EACH	Level 5						
Stow to Prime	Each Stow to Prime EachStowed Medium EACH	Level 5						
Stow to Prime	Each Stow to Prime EachStowed Small EACH	Level 5						

Performance Trend

Below is a summary of your past Productivity performance.

Period Start	Unit Count	Hours Worked	UPH	% to Goal	% to Peers	Exempted
December 11, 2019, 5:00:00 AM	[REDACTED]					
December 04, 2019, 5:00:00 AM						
November 27, 2019, 5:00:00 AM						
November 20, 2019, 5:00:00 AM						
November 13, 2019, 5:00:00 AM						
November 06, 2019, 5:00:00 AM						

Areas of Improvement Required by Associate

We are committed to helping you improve your overall productivity performance and will assist in addressing any job related barriers impacting your ability to meet expectations based on your willingness to improve. Currently, you aren't meeting expectations per the Quality and Productivity Performance Policy. If performance continues to not meet expectation, further corrective action and/or termination may occur. In addition, if an associate receives a total of 6 written warnings in a rolling 12 months, their employment will end. Please reach out to your manager for additional training or resources.

Associate Comments

Associate Signature: [REDACTED]

Date: December 18, 2019, 9:15:07 PM

CONFIDENTIAL**AMZ-BRY002456**

Manager Signature: Acknowledged by Gosch, Jordan (BadgeID: 12126833)

Date: December 18, 2019, 9:15:07 PM

CONFIDENTIAL

Acknowledged by associate on December 17, 2019, 9:38:54 PM - Delivered by Gosch,Jordan (goscj)

Supportive Feedback Document Productivity - Documented Coaching



Associate Name: [REDACTED]
Manager Name: Gosch,Jordan (NC7-1800)
Created On: December 17, 2019, 9:38:54 PM

Summary

Your recent job performance is not meeting Productivity expectations. Meeting performance standards is a critical component of your job. This document provides specific details about your performance and how you are not meeting expectations. In addition, this document describes the steps you and your manager will take to assist you in improving your performance. As a part of this conversation we are interested in understanding what barriers you think need to be removed, or what improvements can be made which would potentially assist you in improving your performance.

Communication History

The following is a summary of your productivity feedback:

Level	Count	Most Recent
Verbal Coaching	2	August 14, 2019
Documented Coaching	1	May 22, 2019
Verbal Positive	11	July 31, 2019
Documented Positive	2	July 24, 2019

Details of Current Incident/Specific Concerns

Process	Function	LC	Hours	Units	UPH	Target	% to Goal	% to Curve
Each Transfer In	Each Transfer In EachStowed Medium EACH	Level 5	[REDACTED]					
Each Transfer In	Each Transfer In EachStowed Small EACH	Level 5						
Stow to Prime	Each Stow to Prime EachStowed Medium EACH	Level 5						
Stow to Prime	Each Stow to Prime EachStowed Small EACH	Level 5						

Performance Trend

Below is a summary of your past Productivity performance.

Period Start	Unit Count	Hours Worked	UPH	% to Goal	% to Peers	Exempted
December 04, 2019, 5:00:00 AM	[REDACTED]					
November 27, 2019, 5:00:00 AM						
November 20, 2019, 5:00:00 AM						
November 13, 2019, 5:00:00 AM						
November 06, 2019, 5:00:00 AM						
October 30, 2019, 5:00:00 AM						

Areas of Improvement Required by Associate

We are committed to helping you improve your overall productivity performance and will assist in addressing any job related barriers impacting your ability to meet expectations based on your willingness to improve. Currently, you aren't meeting expectations per the Quality and Productivity Performance Policy. If performance continues to not meet expectation, further corrective action and/or termination may occur. In addition, if an associate receives a total of 6 written warnings in a rolling 12 months, their employment will end. Please reach out to your manager for additional training or resources.

Associate Comments

Associate Signature: [REDACTED]

Date: December 17, 2019, 9:38:54 PM

CONFIDENTIAL**AMZ-BRY002458**

Manager Signature: Acknowledged by Gosch, Jordan (BadgeID: 12126833)

Date: December 17, 2019, 9:38:54 PM

CONFIDENTIAL

AMZ-BRY002459

CONFIDENTIAL

Acknowledged by associate on July 26, 2019, 12:22:49 PM - Delivered by Mullarney,Savannah M (mullars)

Supportive Feedback Document Productivity - Documented Positive



Associate Name: [REDACTED]
Manager Name: Leuck, Lawrence (DH3-0700)
Created On: July 26, 2019, 12:22:49 PM

Summary

Your recent job performance has met or exceeded Productivity expectations. Your manager and Amazon.com would like to take a moment to recognize your performance and thank you for your hard work.

Communication History

The following is a summary of your productivity feedback:

Level	Count	Most Recent
Documented Positive	1	June 05, 2019
Documented Coaching	1	May 22, 2019
Verbal Positive	16	July 17, 2019
Verbal Coaching	2	May 08, 2019

Details of Current Incident/Specific Concerns

Process	Function	LC	Hours	Units	UPH	Expected	% to Goal	% to Curve	Was Borrowed
Case Replenishment	Case Replenishment ItemPicked Total Case	Level 5	[REDACTED]						
Each Transfer In	Stow Each Nike NikeStow Medium EACH	Level 5							
Each Transfer In	Stow Each Nike NikeStow Small EACH	Level 5							
Stow to Prime	Stow Each Nike NikeStow Medium EACH	Level 5							
Stow to Prime	Stow Each Nike NikeStow Small EACH	Level 5							

Performance Trend

Below is a summary of your past Productivity performance.

Period Start	Unit Count	Hours Worked	UPH	% to Goal	% to Curve	Exempted
July 17, 2019, 5:00:00 AM	[REDACTED]					
July 10, 2019, 5:00:00 AM						
July 03, 2019, 5:00:00 AM						
June 26, 2019, 5:00:00 AM						

Associate Comments

Associate Signature: [REDACTED]

Date: July 26, 2019, 12:22:49 PM

Manager Signature: Acknowledged by Mullarney,Savannah M (BadgelD: 0179765)

Date: July 26, 2019, 12:22:49 PM

CONFIDENTIAL**AMZ-BRY002460**

CONFIDENTIAL

Acknowledged by associate on June 07, 2019, 12:21:42 PM - Delivered by LLuberes,Rodolfo (lluberes)

Supportive Feedback Document Productivity - Documented Positive



Associate Name: [REDACTED]
Manager Name: LLuberes,Rodolfo (DH3-0700)
Created On: June 07, 2019, 12:21:42 PM

Summary

Your recent job performance has met or exceeded Productivity expectations. Your manager and Amazon.com would like to take a moment to recognize your performance and thank you for your hard work.

Communication History

The following is a summary of your productivity feedback:

Level	Count	Most Recent
Verbal Positive	14	May 29, 2019
Verbal Coaching	2	May 08, 2019
Documented Coaching	1	May 22, 2019

Details of Current Incident/Specific Concerns

Process	Function	LC	Hours	Units	UPH	Expected	% to Goal	% to Curve	Was Borrowed
Each Transfer In	Stow Each Nike NikeStow Medium EACH	Level 5	[REDACTED]						
Each Transfer In	Stow Each Nike NikeStow Small EACH	Level 5							
Stow to Prime	Stow Each Nike NikeStow Medium EACH	Level 5							
Stow to Prime	Stow Each Nike NikeStow Small EACH	Level 5							

Performance Trend

Below is a summary of your past Productivity performance.

Period Start	Unit Count	Hours Worked	UPH	% to Goal	% to Curve	Exempted
May 29, 2019, 5:00:00 AM	[REDACTED]					
May 22, 2019, 5:00:00 AM						
May 15, 2019, 5:00:00 AM						
May 08, 2019, 5:00:00 AM						
May 01, 2019, 5:00:00 AM						
April 24, 2019, 5:00:00 AM						

Associate Comments

Associate Signature: [REDACTED]

Date: June 07, 2019, 12:21:42 PM

Manager Signature: Acknowledged by LLuberes,Rodolfo (BadgeID: 0044828)

Date: June 07, 2019, 12:21:42 PM

CONFIDENTIAL**AMZ-BRY002461**

CONFIDENTIAL

Acknowledged by associate on May 24, 2019, 1:52:41 PM - Delivered by LLuberes,Rodolfo (lluberes)

Supportive Feedback Document Productivity - Documented Coaching



Associate Name: [REDACTED]
Manager Name: LLuberes,Rodolfo (DH3-0700)
Created On: May 24, 2019, 1:52:41 PM

Summary

Your recent job performance is not meeting Productivity expectations. Meeting performance standards is a critical component of your job. This document provides specific details about your performance and how you are not meeting expectations. In addition, this document describes the steps you and your manager will take to assist you in improving your performance. As a part of this conversation we are interested in understanding what barriers you think need to be removed, or what improvements can be made which would potentially assist you in improving your performance.

Communication History

The following is a summary of your productivity feedback:

Level	Count	Most Recent
Verbal Coaching	2	May 08, 2019
Verbal Positive	13	April 17, 2019

Details of Current Incident/Specific Concerns

Process	Function	LC	Hours	Units	UPH	Expected	% to Goal	% to Curve	Was Borrowed
Each Transfer In	Each Transfer In EachStowed Medium EACH	Level 5	[REDACTED]						
Each Transfer In	Each Transfer In EachStowed Small EACH	Level 5							
Each Transfer In	Stow Each Nike NikeStow Medium EACH	Level 5							
Each Transfer In	Stow Each Nike NikeStow Small EACH	Level 5							
Stow to Prime	Each Stow to Prime EachStowed Medium EACH	Level 5							
Stow to Prime	Each Stow to Prime EachStowed Small EACH	Level 5							
Stow to Prime	Stow Each Nike NikeStow Medium EACH	Level 5							
Stow to Prime	Stow Each Nike NikeStow Small EACH	Level 5							

Performance Trend

Below is a summary of your past Productivity performance.

Period Start	Unit Count	Hours Worked	UPH	% to Goal	% to Curve	Exempted
May 15, 2019, 5:00:00 AM	[REDACTED]					
May 08, 2019, 5:00:00 AM						
May 01, 2019, 5:00:00 AM						
April 24, 2019, 5:00:00 AM						
April 17, 2019, 5:00:00 AM						
April 10, 2019, 5:00:00 AM						

Areas of Improvement Required by Associate

You are expected to meet 100% of the productivity performance expectation. Please note that if an associate receives a 2nd final or a total of 6 documented counseling write-ups in a rolling 12 months, their employment will end. We are committed to assisting you in improving your productivity performance, and will assist you in addressing any job related barriers that are impacting your ability to meet productivity performance expectations.

Associate Comments

CONFIDENTIAL**AMZ-BRY002462**

CONFIDENTIAL

Associate Signature: [REDACTED]

Date: May 24, 2019, 1:52:41 PM

Manager Signature: Acknowledged by LLuberes, Rodolfo (BadgeID: 0044828)

Date: May 24, 2019, 1:52:41 PM

CONFIDENTIAL

AMZ-BRY002463

CONFIDENTIAL

Acknowledged by associate on January 29, 2020, 1:25:27 AM - Delivered by Hamilton,Jeff (hamijef)

Supportive Feedback Document Productivity - Second Written

**Associate Name:** [REDACTED]**Manager Name:** Atteh, Victor Olayemi (NC7-1800)**Created On:** January 29, 2020, 1:25:27 AM

Summary

Your recent job performance is not meeting Productivity expectations. Meeting performance standards is a critical component of your job. This document provides specific details about your performance and how you are not meeting expectations. In addition, this document describes the steps you and your manager will take to assist you in improving your performance. As a part of this conversation we are interested in understanding what barriers you think need to be removed, or what improvements can be made which would potentially assist you in improving your performance.

Communication History

The following is a summary of your productivity feedback:

Level	Count	Most Recent
Documented Coaching	3	December 18, 2019
Verbal Coaching	2	August 14, 2019
Documented Positive	2	July 24, 2019
Verbal Positive	9	July 31, 2019
First Written	1	January 15, 2020

Details of Current Incident/Specific Concerns

Process	Function	LC	Hours	Units	UPH	Target	% to Goal	% to Curve
Each Transfer In	Each Transfer In EachStowed Medium EACH	Level 5	[REDACTED]					
Each Transfer In	Each Transfer In EachStowed Small EACH	Level 5						
Stow to Prime	Each Stow to Prime EachStowed Medium EACH	Level 5						
Stow to Prime	Each Stow to Prime EachStowed Small EACH	Level 5						

Performance Trend

Below is a summary of your past Productivity performance.

Period Start	Unit Count	Hours Worked	UPH	% to Goal	% to Peers	Exempted
January 15, 2020, 5:00:00 AM	[REDACTED]					
January 08, 2020, 5:00:00 AM						
January 01, 2020, 5:00:00 AM						
December 25, 2019, 5:00:00 AM						
December 18, 2019, 5:00:00 AM						
December 11, 2019, 5:00:00 AM						

Areas of Improvement Required by Associate

We are committed to helping you improve your overall productivity performance and will assist in addressing any job related barriers impacting your ability to meet expectations based on your willingness to improve. Currently, you aren't meeting expectations per the Quality and Productivity Performance Policy. If performance continues to not meet expectation, further corrective action and/or termination may occur. In addition, if an associate receives a total of 6 written warnings in a rolling 12 months, their employment will end. Please reach out to your manager for additional training or resources.

Associate Comments

Associate Signature: [REDACTED]

Date: January 29, 2020, 1:25:27 AM

CONFIDENTIAL**AMZ-BRY002464**

Manager Signature: Acknowledged by Hamilton,Jeff (BadgeID: 12490826)

Date: January 29, 2020, 1:25:27 AM

CONFIDENTIAL

Acknowledged by associate on January 18, 2020, 12:00:38 AM - Delivered by Strange,Jon (jonstran)

Supportive Feedback Document Productivity - First Written



Associate Name: [REDACTED]
Manager Name: Gosch, Jordan (NC7-1800)
Created On: January 18, 2020, 12:00:38 AM

Summary

Your recent job performance is not meeting Productivity expectations. Meeting performance standards is a critical component of your job. This document provides specific details about your performance and how you are not meeting expectations. In addition, this document describes the steps you and your manager will take to assist you in improving your performance. As a part of this conversation we are interested in understanding what barriers you think need to be removed, or what improvements can be made which would potentially assist you in improving your performance.

Communication History

The following is a summary of your productivity feedback:

Level	Count	Most Recent
Verbal Positive	9	July 31, 2019
Documented Coaching	3	December 18, 2019
Documented Positive	2	July 24, 2019
Verbal Coaching	2	August 14, 2019

Details of Current Incident/Specific Concerns

Process	Function	LC	Hours	Units	UPH	Target	% to Goal	% to Curve
Each Transfer In	Each Transfer In EachStowed Medium EACH	Level 5	[REDACTED]					
Each Transfer In	Each Transfer In EachStowed Small EACH	Level 5						
Stow to Prime	Each Stow to Prime EachStowed Medium EACH	Level 5						
Stow to Prime	Each Stow to Prime EachStowed Small EACH	Level 5						

Performance Trend

Below is a summary of your past Productivity performance.

Period Start	Unit Count	Hours Worked	UPH	% to Goal	% to Peers	Exempted
January 08, 2020, 5:00:00 AM	[REDACTED]					
January 01, 2020, 5:00:00 AM						
December 25, 2019, 5:00:00 AM						
December 18, 2019, 5:00:00 AM						
December 11, 2019, 5:00:00 AM						
December 04, 2019, 5:00:00 AM						

Areas of Improvement Required by Associate

We are committed to helping you improve your overall productivity performance and will assist in addressing any job related barriers impacting your ability to meet expectations based on your willingness to improve. Currently, you aren't meeting expectations per the Quality and Productivity Performance Policy. If performance continues to not meet expectation, further corrective action and/or termination may occur. In addition, if an associate receives a total of 6 written warnings in a rolling 12 months, their employment will end. Please reach out to your manager for additional training or resources.

Associate Comments

Associate Signature: [REDACTED]

Date: January 18, 2020, 12:00:38 AM

CONFIDENTIAL**AMZ-BRY002466**

Manager Signature: Acknowledged by Strange,Jon (BadgeID: 12553862)

Date: January 18, 2020, 12:00:38 AM

CONFIDENTIAL

Acknowledged by associate on December 18, 2019, 9:15:07 PM - Delivered by Gosch,Jordan (goscj)

Supportive Feedback Document Productivity - Documented Coaching



Associate Name: [REDACTED]
Manager Name: Gosch,Jordan (NC7-1800)
Created On: December 18, 2019, 9:15:07 PM

Summary

Your recent job performance is not meeting Productivity expectations. Meeting performance standards is a critical component of your job. This document provides specific details about your performance and how you are not meeting expectations. In addition, this document describes the steps you and your manager will take to assist you in improving your performance. As a part of this conversation we are interested in understanding what barriers you think need to be removed, or what improvements can be made which would potentially assist you in improving your performance.

Communication History

The following is a summary of your productivity feedback:

Level	Count	Most Recent
Documented Positive	2	July 24, 2019
Documented Coaching	2	December 11, 2019
Verbal Coaching	2	August 14, 2019
Verbal Positive	10	July 31, 2019

Details of Current Incident/Specific Concerns

Process	Function	LC	Hours	Units	UPH	Target	% to Goal	% to Curve
Each Transfer In	Each Transfer In EachStowed Medium EACH	Level 5	[REDACTED]					
Each Transfer In	Each Transfer In EachStowed Small EACH	Level 5						
Stow to Prime	Each Stow to Prime EachStowed Medium EACH	Level 5						
Stow to Prime	Each Stow to Prime EachStowed Small EACH	Level 5						

Performance Trend

Below is a summary of your past Productivity performance.

Period Start	Unit Count	Hours Worked	UPH	% to Goal	% to Peers	Exempted
December 11, 2019, 5:00:00 AM	[REDACTED]					
December 04, 2019, 5:00:00 AM						
November 27, 2019, 5:00:00 AM						
November 20, 2019, 5:00:00 AM						
November 13, 2019, 5:00:00 AM						
November 06, 2019, 5:00:00 AM						

Areas of Improvement Required by Associate

We are committed to helping you improve your overall productivity performance and will assist in addressing any job related barriers impacting your ability to meet expectations based on your willingness to improve. Currently, you aren't meeting expectations per the Quality and Productivity Performance Policy. If performance continues to not meet expectation, further corrective action and/or termination may occur. In addition, if an associate receives a total of 6 written warnings in a rolling 12 months, their employment will end. Please reach out to your manager for additional training or resources.

Associate Comments

Associate Signature: [REDACTED]

Date: December 18, 2019, 9:15:07 PM

CONFIDENTIAL**AMZ-BRY002468**

Manager Signature: Acknowledged by Gosch, Jordan (BadgeID: 12126833)

Date: December 18, 2019, 9:15:07 PM

CONFIDENTIAL

AMZ-BRY002469

CONFIDENTIAL

Acknowledged by associate on December 17, 2019, 9:38:54 PM - Delivered by Gosch,Jordan (goscj)

Supportive Feedback Document Productivity - Documented Coaching



Associate Name: [REDACTED]
Manager Name: Gosch,Jordan (NC7-1800)
Created On: December 17, 2019, 9:38:54 PM

Summary

Your recent job performance is not meeting Productivity expectations. Meeting performance standards is a critical component of your job. This document provides specific details about your performance and how you are not meeting expectations. In addition, this document describes the steps you and your manager will take to assist you in improving your performance. As a part of this conversation we are interested in understanding what barriers you think need to be removed, or what improvements can be made which would potentially assist you in improving your performance.

Communication History

The following is a summary of your productivity feedback:

Level	Count	Most Recent
Verbal Coaching	2	August 14, 2019
Documented Coaching	1	May 22, 2019
Verbal Positive	11	July 31, 2019
Documented Positive	2	July 24, 2019

Details of Current Incident/Specific Concerns

Process	Function	LC	Hours	Units	UPH	Target	% to Goal	% to Curve
Each Transfer In	Each Transfer In EachStowed Medium EACH	Level 5	[REDACTED]					
Each Transfer In	Each Transfer In EachStowed Small EACH	Level 5						
Stow to Prime	Each Stow to Prime EachStowed Medium EACH	Level 5						
Stow to Prime	Each Stow to Prime EachStowed Small EACH	Level 5						

Performance Trend

Below is a summary of your past Productivity performance.

Period Start	Unit Count	Hours Worked	UPH	% to Goal	% to Peers	Exempted
December 04, 2019, 5:00:00 AM	[REDACTED]					
November 27, 2019, 5:00:00 AM						
November 20, 2019, 5:00:00 AM						
November 13, 2019, 5:00:00 AM						
November 06, 2019, 5:00:00 AM						
October 30, 2019, 5:00:00 AM						

Areas of Improvement Required by Associate

We are committed to helping you improve your overall productivity performance and will assist in addressing any job related barriers impacting your ability to meet expectations based on your willingness to improve. Currently, you aren't meeting expectations per the Quality and Productivity Performance Policy. If performance continues to not meet expectation, further corrective action and/or termination may occur. In addition, if an associate receives a total of 6 written warnings in a rolling 12 months, their employment will end. Please reach out to your manager for additional training or resources.

Associate Comments

Associate Signature: [REDACTED]

Date: December 17, 2019, 9:38:54 PM

CONFIDENTIAL**AMZ-BRY002470**

Manager Signature: Acknowledged by Gosch, Jordan (BadgelD: 12126833)

Date: December 17, 2019, 9:38:54 PM

CONFIDENTIAL

Acknowledged by associate on July 26, 2019, 12:22:49 PM - Delivered by Mullarney,Savannah M (mullars)

Supportive Feedback Document Productivity - Documented Positive



Associate Name: [REDACTED]
Manager Name: Leuck, Lawrence (DH3-0700)
Created On: July 26, 2019, 12:22:49 PM

Summary

Your recent job performance has met or exceeded Productivity expectations. Your manager and Amazon.com would like to take a moment to recognize your performance and thank you for your hard work.

Communication History

The following is a summary of your productivity feedback:

Level	Count	Most Recent
Documented Positive	1	June 05, 2019
Documented Coaching	1	May 22, 2019
Verbal Positive	16	July 17, 2019
Verbal Coaching	2	May 08, 2019

Details of Current Incident/Specific Concerns

Process	Function	LC	Hours	Units	UPH	Expected	% to Goal	% to Curve	Was Borrowed
Case Replenishment	Case Replenishment ItemPicked Total Case	Level 5	[REDACTED]						
Each Transfer In	Stow Each Nike NikeStow Medium EACH	Level 5							
Each Transfer In	Stow Each Nike NikeStow Small EACH	Level 5							
Stow to Prime	Stow Each Nike NikeStow Medium EACH	Level 5							
Stow to Prime	Stow Each Nike NikeStow Small EACH	Level 5							

Performance Trend

Below is a summary of your past Productivity performance.

Period Start	Unit Count	Hours Worked	UPH	% to Goal	% to Curve	Exempted
July 17, 2019, 5:00:00 AM	[REDACTED]					
July 10, 2019, 5:00:00 AM						
July 03, 2019, 5:00:00 AM						
June 26, 2019, 5:00:00 AM						

Associate Comments

Associate Signature: [REDACTED]

Date: July 26, 2019, 12:22:49 PM

Manager Signature: Acknowledged by Mullarney,Savannah M (BadgelD: 0179765)

Date: July 26, 2019, 12:22:49 PM

CONFIDENTIAL**AMZ-BRY002472**

CONFIDENTIAL

Acknowledged by associate on June 07, 2019, 12:21:42 PM - Delivered by LLuberes,Rodolfo (lluberes)

Supportive Feedback Document Productivity - Documented Positive



Associate Name: [REDACTED]
Manager Name: LLuberes,Rodolfo (DH3-0700)
Created On: June 07, 2019, 12:21:42 PM

Summary

Your recent job performance has met or exceeded Productivity expectations. Your manager and Amazon.com would like to take a moment to recognize your performance and thank you for your hard work.

Communication History

The following is a summary of your productivity feedback:

Level	Count	Most Recent
Verbal Positive	14	May 29, 2019
Verbal Coaching	2	May 08, 2019
Documented Coaching	1	May 22, 2019

Details of Current Incident/Specific Concerns

Process	Function	LC	Hours	Units	UPH	Expected	% to Goal	% to Curve	Was Borrowed
Each Transfer In	Stow Each Nike NikeStow Medium EACH	Level 5	[REDACTED]						
Each Transfer In	Stow Each Nike NikeStow Small EACH	Level 5							
Stow to Prime	Stow Each Nike NikeStow Medium EACH	Level 5							
Stow to Prime	Stow Each Nike NikeStow Small EACH	Level 5							

Performance Trend

Below is a summary of your past Productivity performance.

Period Start	Unit Count	Hours Worked	UPH	% to Goal	% to Curve	Exempted
May 29, 2019, 5:00:00 AM	[REDACTED]					
May 22, 2019, 5:00:00 AM						
May 15, 2019, 5:00:00 AM						
May 08, 2019, 5:00:00 AM						
May 01, 2019, 5:00:00 AM						
April 24, 2019, 5:00:00 AM						

Associate Comments

Associate Signature: [REDACTED]

Date: June 07, 2019, 12:21:42 PM

Manager Signature: Acknowledged by LLuberes,Rodolfo (BadgeID: 0044828)

Date: June 07, 2019, 12:21:42 PM

CONFIDENTIAL**AMZ-BRY002473**

CONFIDENTIAL

Acknowledged by associate on May 24, 2019, 1:52:41 PM - Delivered by LLuberes,Rodolfo (lluberes)

Supportive Feedback Document Productivity - Documented Coaching



Associate Name: [REDACTED]
Manager Name: LLuberes,Rodolfo (DH3-0700)
Created On: May 24, 2019, 1:52:41 PM

Summary

Your recent job performance is not meeting Productivity expectations. Meeting performance standards is a critical component of your job. This document provides specific details about your performance and how you are not meeting expectations. In addition, this document describes the steps you and your manager will take to assist you in improving your performance. As a part of this conversation we are interested in understanding what barriers you think need to be removed, or what improvements can be made which would potentially assist you in improving your performance.

Communication History

The following is a summary of your productivity feedback:

Level	Count	Most Recent
Verbal Coaching	2	May 08, 2019
Verbal Positive	13	April 17, 2019

Details of Current Incident/Specific Concerns

Process	Function	LC	Hours	Units	UPH	Expected	% to Goal	% to Curve	Was Borrowed
Each Transfer In	Each Transfer In EachStowed Medium EACH	Level 5	[REDACTED]						
Each Transfer In	Each Transfer In EachStowed Small EACH	Level 5							
Each Transfer In	Stow Each Nike NikeStow Medium EACH	Level 5							
Each Transfer In	Stow Each Nike NikeStow Small EACH	Level 5							
Stow to Prime	Each Stow to Prime EachStowed Medium EACH	Level 5							
Stow to Prime	Each Stow to Prime EachStowed Small EACH	Level 5							
Stow to Prime	Stow Each Nike NikeStow Medium EACH	Level 5							
Stow to Prime	Stow Each Nike NikeStow Small EACH	Level 5							

Performance Trend

Below is a summary of your past Productivity performance.

Period Start	Unit Count	Hours Worked	UPH	% to Goal	% to Curve	Exempted
May 15, 2019, 5:00:00 AM	[REDACTED]					
May 08, 2019, 5:00:00 AM						
May 01, 2019, 5:00:00 AM						
April 24, 2019, 5:00:00 AM						
April 17, 2019, 5:00:00 AM						
April 10, 2019, 5:00:00 AM						

Areas of Improvement Required by Associate

You are expected to meet 100% of the productivity performance expectation. Please note that if an associate receives a 2nd final or a total of 6 documented counseling write-ups in a rolling 12 months, their employment will end. We are committed to assisting you in improving your productivity performance, and will assist you in addressing any job related barriers that are impacting your ability to meet productivity performance expectations.

Associate Comments

CONFIDENTIAL**AMZ-BRY002474**

CONFIDENTIAL

Associate Signature: [REDACTED]

Date: May 24, 2019, 1:52:41 PM

Manager Signature: Acknowledged by LLuberes, Rodolfo (BadgeID: 0044828)

Date: May 24, 2019, 1:52:41 PM

CONFIDENTIAL

AMZ-BRY002475

CONFIDENTIAL

Acknowledged by associate on January 29, 2020, 1:25:27 AM - Delivered by Hamilton,Jeff (hamijef)

Supportive Feedback Document Productivity - Second Written

**Associate Name:** [REDACTED]**Manager Name:** Atteh, Victor Olayemi (NC7-1800)**Created On:** January 29, 2020, 1:25:27 AM

Summary

Your recent job performance is not meeting Productivity expectations. Meeting performance standards is a critical component of your job. This document provides specific details about your performance and how you are not meeting expectations. In addition, this document describes the steps you and your manager will take to assist you in improving your performance. As a part of this conversation we are interested in understanding what barriers you think need to be removed, or what improvements can be made which would potentially assist you in improving your performance.

Communication History

The following is a summary of your productivity feedback:

Level	Count	Most Recent
Documented Coaching	3	December 18, 2019
Verbal Coaching	2	August 14, 2019
Documented Positive	2	July 24, 2019
Verbal Positive	9	July 31, 2019
First Written	1	January 15, 2020

Details of Current Incident/Specific Concerns

Process	Function	LC	Hours	Units	UPH	Target	% to Goal	% to Curve
Each Transfer In	Each Transfer In EachStowed Medium EACH	Level 5	[REDACTED]					
Each Transfer In	Each Transfer In EachStowed Small EACH	Level 5						
Stow to Prime	Each Stow to Prime EachStowed Medium EACH	Level 5						
Stow to Prime	Each Stow to Prime EachStowed Small EACH	Level 5						

Performance Trend

Below is a summary of your past Productivity performance.

Period Start	Unit Count	Hours Worked	UPH	% to Goal	% to Peers	Exempted
January 15, 2020, 5:00:00 AM	[REDACTED]					
January 08, 2020, 5:00:00 AM						
January 01, 2020, 5:00:00 AM						
December 25, 2019, 5:00:00 AM						
December 18, 2019, 5:00:00 AM						
December 11, 2019, 5:00:00 AM						

Areas of Improvement Required by Associate

We are committed to helping you improve your overall productivity performance and will assist in addressing any job related barriers impacting your ability to meet expectations based on your willingness to improve. Currently, you aren't meeting expectations per the Quality and Productivity Performance Policy. If performance continues to not meet expectation, further corrective action and/or termination may occur. In addition, if an associate receives a total of 6 written warnings in a rolling 12 months, their employment will end. Please reach out to your manager for additional training or resources.

Associate Comments

Associate Signature: [REDACTED]

Date: January 29, 2020, 1:25:27 AM

CONFIDENTIAL**AMZ-BRY002476**

Manager Signature: Acknowledged by Hamilton,Jeff (BadgeID: 12490826)

Date: January 29, 2020, 1:25:27 AM

CONFIDENTIAL

Acknowledged by associate on January 31, 2020, 9:39:16 PM - Delivered by Atteh,Victor Olayemi (oatteh)

Supportive Feedback Document Quality - Final Written

**Associate Name:** [REDACTED]**Manager Name:** Atteh,Victor Olayemi (NC7-1800)**Created On:** January 31, 2020, 9:39:16 PM

Summary

Your recent job performance is not meeting Quality expectations. Meeting performance standards is a critical component of your job. This document provides specific details about your performance and how you are not meeting expectations. In addition, this document describes the steps you and your manager will take to assist you in improving your performance. As a part of this conversation we are interested in understanding what barriers you think need to be removed, or what improvements can be made which would potentially assist you in improving your performance.

Communication History

The following is a summary of your quality feedback:

Level	Count	Most Recent
Verbal Positive	10	July 31, 2019, 2:00:00 AM
Documented Positive	1	November 13, 2019, 5:00:00 AM
Second Written	1	January 15, 2020, 5:00:00 AM
First Written	1	January 08, 2020, 5:00:00 AM

Details of Current Incident/Specific Concerns * Expected DPMO is per error family and not per error type

Error Family	Error Type	Errors Discovered	Units Processed	Expected DPMO*	Minimum Units	Is Excluded
Stow	Overage	[REDACTED]				
Stow	Shortage					

Error Listing * Up to 20 most recent errors shown

Date	Error Family	Error Type	Details
January 25, 2020, 4:00:21 AM	Stow	Overage	[REDACTED]
January 25, 2020, 1:36:39 AM	Stow	Shortage	
January 24, 2020, 8:12:00 PM	Stow	Shortage	
January 24, 2020, 3:17:30 AM	Stow	Shortage	
January 24, 2020, 3:17:30 AM	Stow	Shortage	
January 24, 2020, 3:17:30 AM	Stow	Shortage	
January 24, 2020, 3:17:30 AM	Stow	Shortage	
January 24, 2020, 3:17:30 AM	Stow	Shortage	
January 24, 2020, 3:17:30 AM	Stow	Shortage	[REDACTED]
January 24, 2020, 3:17:30 AM	Stow	Shortage	

CONFIDENTIAL**AMZ-BRY002478**

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January 24, 2020, 3:17:29 AM	Stow	Shortage	
January 24, 2020, 3:17:29 AM	Stow	Shortage	
January 24, 2020, 3:17:29 AM	Stow	Shortage	
January 24, 2020, 3:17:29 AM	Stow	Shortage	
January 22, 2020, 3:02:02 AM	Stow	Shortage	
January 22, 2020, 12:53:41 AM	Stow	Shortage	
January 21, 2020, 7:37:18 PM	Stow	Shortage	

Performance Trend

Below is a summary of your past Quality performance.

Period Start	Unit Processed	Errors Discovered	DPMO	Performance %	Exempted
January 22, 2020					
January 15, 2020					
January 08, 2020					
January 01, 2020					
December 25, 2019					
December 18, 2019					

Areas of Improvement Required by Associate

You are expected to meet 100% of the quality performance expectation. Please note that If an associate receives a 2nd final or a total of 6 documented counseling write-ups in a rolling 12 months, their employment will end. We are committed to assisting you in improving your quality performance, and will assist you in addressing any job related barriers that are impacting your ability to meet quality expectations.

Associate Comments

I acknowledge that I have been informed of my right to appeal this feedback if I meet all eligibility requirements defined by the Appeals Policy, and that I know where to obtain an appeals packet.

Associate Signature: [REDACTED]

Date: January 31, 2020, 9:39:16 PM

Manager Signature: Acknowledged by Atteh, Victor Olayemi (BadgeID: 0060490)

Date: January 31, 2020, 9:39:16 PM

CONFIDENTIAL**AMZ-BRY002479**

CONFIDENTIAL

Acknowledged by associate on January 18, 2020, 12:00:16 AM - Delivered by Strange,Jon (jonstran)

Supportive Feedback Document Quality - Second Written



Associate Name: [REDACTED]
Manager Name: Gosch, Jordan (NC7-1800)
Created On: January 18, 2020, 12:00:16 AM

Summary

Your recent job performance is not meeting Quality expectations. Meeting performance standards is a critical component of your job. This document provides specific details about your performance and how you are not meeting expectations. In addition, this document describes the steps you and your manager will take to assist you in improving your performance. As a part of this conversation we are interested in understanding what barriers you think need to be removed, or what improvements can be made which would potentially assist you in improving your performance.

Communication History

The following is a summary of your quality feedback:

Level	Count	Most Recent
Documented Positive	1	November 13, 2019, 5:00:00 AM
First Written	1	January 08, 2020, 5:00:00 AM
Verbal Positive	12	July 31, 2019, 2:00:00 AM

Details of Current Incident/Specific Concerns * Expected DPMO is per error family and not per error type

Error Family	Error Type	Errors Discovered	Units Processed	Expected DPMO*	Minimum Units	Is Excluded
Stow	Overage	[REDACTED]				
Stow	Shortage					

Error Listing * Up to 20 most recent errors shown

Date	Error Family	Error Type	Details
January 12, 2020, 3:10:45 AM	Stow	Overage	[REDACTED]
January 12, 2020, 1:49:13 AM	Stow	Overage	
January 11, 2020, 3:16:57 AM	Stow	Shortage	
January 09, 2020, 9:34:50 PM	Stow	Shortage	
January 08, 2020, 11:24:48 PM	Stow	Shortage	
January 08, 2020, 9:06:32 PM	Stow	Shortage	
January 07, 2020, 1:01:36 AM	Stow	Overage	

Performance Trend

Below is a summary of your past Quality performance.

CONFIDENTIAL

AMZ-BRY002480

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Period Start	Unit Processed	Errors Discovered	DPMO	Performance %	Exempted
January 08, 2020					
January 01, 2020					
December 25, 2019					
December 18, 2019					
December 11, 2019					
December 04, 2019					

Areas of Improvement Required by Associate

You are expected to meet 100% of the quality performance expectation. Please note that If an associate receives a 2nd final or a total of 6 documented counseling write-ups in a rolling 12 months, their employment will end. We are committed to assisting you in improving your quality performance, and will assist you in addressing any job related barriers that are impacting your ability to meet quality expectations.

Associate Comments

Associate Signature: [REDACTED]**Date:** January 18, 2020, 12:00:16 AM**Manager Signature:** Acknowledged by Strange,Jon (BadgeID: 12553862)**Date:** January 18, 2020, 12:00:16 AM**CONFIDENTIAL****AMZ-BRY002481**

CONFIDENTIAL

Acknowledged by associate on January 10, 2020, 1:05:59 AM - Delivered by Gosch,Jordan (goscj)

Supportive Feedback Document Quality - First Written



Associate Name: [REDACTED]
Manager Name: Gosch,Jordan (NC7-1800)
Created On: January 10, 2020, 1:05:59 AM

Summary

Your recent job performance is not meeting Quality expectations. Meeting performance standards is a critical component of your job. This document provides specific details about your performance and how you are not meeting expectations. In addition, this document describes the steps you and your manager will take to assist you in improving your performance. As a part of this conversation we are interested in understanding what barriers you think need to be removed, or what improvements can be made which would potentially assist you in improving your performance.

Communication History

The following is a summary of your quality feedback:

Level	Count	Most Recent
Documented Positive	1	November 13, 2019, 5:00:00 AM
Verbal Positive	12	July 31, 2019, 2:00:00 AM

Details of Current Incident/Specific Concerns * Expected DPMO is per error family and not per error type

Error Family	Error Type	Errors Discovered	Units Processed	Expected DPMO*	Minimum Units	Is Excluded
Stow	Overage	[REDACTED]				
Stow	Shortage					

Error Listing * Up to 20 most recent errors shown

Date	Error Family	Error Type	Details
January 04, 2020, 9:55:21 PM	Stow	Shortage	[REDACTED]
January 04, 2020, 9:55:21 PM	Stow	Shortage	
January 04, 2020, 4:13:50 AM	Stow	Shortage	
January 04, 2020, 3:56:30 AM	Stow	Overage	
January 03, 2020, 10:55:46 PM	Stow	Shortage	
January 03, 2020, 9:04:32 PM	Stow	Shortage	
January 01, 2020, 7:39:50 PM	Stow	Shortage	
December 30, 2020, 10:25:27 PM	Stow	Overage	

CONFIDENTIAL

AMZ-BRY002482

CONFIDENTIAL

December 30, 2020, 8:25:57 PM	Stow	Shortage	
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Performance Trend

Below is a summary of your past Quality performance.

Period Start	Unit Processed	Errors Discovered	DPMO	Performance %	Exempted
January 01, 2020					
December 25, 2019					
December 18, 2019					
December 11, 2019					
December 04, 2019					
November 27, 2019					

Areas of Improvement Required by Associate

You are expected to meet 100% of the quality performance expectation. Please note that If an associate receives a 2nd final or a total of 6 documented counseling write-ups in a rolling 12 months, their employment will end. We are committed to assisting you in improving your quality performance, and will assist you in addressing any job related barriers that are impacting your ability to meet quality expectations.

Associate Comments
Associate Signature: 

Date: January 10, 2020, 1:05:59 AM

Manager Signature: Acknowledged by Gosch, Jordan (BadgelD: 12126833)

Date: January 10, 2020, 1:05:59 AM

CONFIDENTIAL**AMZ-BRY002483**

CONFIDENTIAL

Acknowledged by associate on November 13, 2019, 11:10:14 PM - Delivered by Gosch,Jordan (goscj)

Supportive Feedback Document Quality - Documented Positive



Associate Name: [REDACTED]
Manager Name: Gosch,Jordan (NC7-1800)
Created On: November 13, 2019, 11:10:14 PM

Summary

Your recent job performance has met or exceeded Quality expectations. Your manager and Amazon.com would like to take a moment to recognize your performance and thank you for your hard work.

Communication History

The following is a summary of your quality feedback:

Level	Count	Most Recent
Verbal Positive	15	July 31, 2019, 2:00:00 AM

Details of Current Incident/Specific Concerns * Expected DPMO is per error family and not per error type

Error Family	Error Type	Errors Discovered	Units Processed	Expected DPMO*	Minimum Units	Is Excluded
Stow	-	[REDACTED]				

Error Listing * Up to 20 most recent errors shown

Date	Error Family	Error Type	Details
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Performance Trend

Below is a summary of your past Quality performance.

Period Start	Unit Processed	Errors Discovered	DPMO	Performance %	Exempted
November 06, 2019	[REDACTED]				
October 30, 2019	[REDACTED]				

Associate Comments

Associate Signature: [REDACTED]

Date: November 13, 2019, 11:10:14 PM

Manager Signature: Acknowledged by Gosch,Jordan (BadgelD: 12126833)

Date: November 13, 2019, 11:10:14 PM

CONFIDENTIAL**AMZ-BRY002484**

CONFIDENTIAL

Acknowledged by associate on September 21, 2018, 1:38:00 PM - Delivered by Fitz,Dustin (fitzdust)

Supportive Feedback Document Quality - Documented Coaching



Associate Name: [REDACTED]
 Manager Name: Fitz,Dustin (DH3-0700)
 Created On: September 21, 2018, 1:38:00 PM

Summary

Your recent job performance is not meeting Quality expectations. Meeting performance standards is a critical component of your job. This document provides specific details about your performance and how you are not meeting expectations. In addition, this document describes the steps you and your manager will take to assist you in improving your performance. As a part of this conversation we are interested in understanding what barriers you think need to be removed, or what improvements can be made which would potentially assist you in improving your performance.

Communication History

The following is a summary of your quality feedback:

Level	Count	Most Recent
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Details of Current Incident/Specific Concerns * Expected DPMO is per error family and not per error type

Error Family	Error Type	Errors Discovered	Units Processed	Expected DPMO*	Minimum Units	Is Excluded
Stow	Overage	[REDACTED]				
Stow	Shortage					

Error Listing * Up to 20 most recent errors shown

Date	Error Family	Error Type	Details
September 16, 2018, 6:15:54 PM	Stow	Shortage	[REDACTED]
September 16, 2018, 6:15:54 PM	Stow	Shortage	
September 16, 2018, 6:15:54 PM	Stow	Shortage	
September 16, 2018, 5:13:12 PM	Stow	Overage	
September 16, 2018, 4:55:58 PM	Stow	Shortage	
September 14, 2018, 4:38:08 PM	Stow	Overage	

Performance Trend

Below is a summary of your past Quality performance.

Period Start	Unit Processed	Errors Discovered	DPMO	Performance %	Exempted
September 12, 2018	[REDACTED]				

Areas of Improvement Required by Associate

You are expected to meet 100% of the quality performance expectation. Please note that If an associate receives a 2nd final or a total of 6 documented counseling write-ups in a rolling 12 months, their employment will end. We are committed to assisting you in improving your quality performance, and will assist you in addressing any job related barriers that are impacting your ability to meet quality expectations.

CONFIDENTIAL

AMZ-BRY002485

CONFIDENTIAL

Associate Comments

Associate Signature: [REDACTED]

Date: September 21, 2018, 1:38:00 PM

Manager Signature: Acknowledged by Fitz,Dustin (BadgeID: 11811206)

Date: September 21, 2018, 1:38:00 PM

CONFIDENTIAL

AMZ-BRY002486

CONFIDENTIAL

Acknowledged by associate on February 07, 2020, 6:24:54 PM - Delivered by Atteh,Victor Olayemi (oatteh)

Supportive Feedback Document Quality - Documented Positive

**Associate Name:** [REDACTED]**Manager Name:** Atteh,Victor Olayemi (NC7-1800)**Created On:** February 07, 2020, 6:24:54 PM

Summary

Your recent job performance has met or exceeded Quality expectations. Your manager and Amazon.com would like to take a moment to recognize your performance and thank you for your hard work.

Communication History

The following is a summary of your quality feedback:

Level	Count	Most Recent
Final Written	1	January 29, 2020, 5:00:00 AM
First Written	1	January 08, 2020, 5:00:00 AM
Verbal Positive	9	July 31, 2019, 2:00:00 AM
Documented Positive	1	November 13, 2019, 5:00:00 AM
Second Written	1	January 15, 2020, 5:00:00 AM

Details of Current Incident/Specific Concerns * Expected DPMO is per error family and not per error type

Error Family	Error Type	Errors Discovered	Units Processed	Expected DPMO*	Minimum Units	Is Excluded
Stow	-	[REDACTED]				

Error Listing * Up to 20 most recent errors shown

Date	Error Family	Error Type	Details
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Performance Trend

Below is a summary of your past Quality performance.

Period Start	Unit Processed	Errors Discovered	DPMO	Performance %	Exempted
January 29, 2020	[REDACTED]				
January 22, 2020	[REDACTED]				
January 15, 2020	[REDACTED]				
January 08, 2020	[REDACTED]				
January 01, 2020	[REDACTED]				
December 25, 2019	[REDACTED]				

Associate Comments

Associate Signature: [REDACTED]**Date:** February 07, 2020, 6:24:54 PM**Manager Signature:** Acknowledged by Atteh,Victor Olayemi (BadgeID: 0060490)**Date:** February 07, 2020, 6:24:54 PM**CONFIDENTIAL****AMZ-BRY002487**

CONFIDENTIAL

Acknowledged by associate on January 31, 2020, 9:39:16 PM - Delivered by Atteh,Victor Olayemi (oatth)

Supportive Feedback Document Quality - Final Written

**Associate Name:** [REDACTED]**Manager Name:** Atteh,Victor Olayemi (NC7-1800)**Created On:** January 31, 2020, 9:39:16 PM

Summary

Your recent job performance is not meeting Quality expectations. Meeting performance standards is a critical component of your job. This document provides specific details about your performance and how you are not meeting expectations. In addition, this document describes the steps you and your manager will take to assist you in improving your performance. As a part of this conversation we are interested in understanding what barriers you think need to be removed, or what improvements can be made which would potentially assist you in improving your performance.

Communication History

The following is a summary of your quality feedback:

Level	Count	Most Recent
Verbal Positive	10	July 31, 2019, 2:00:00 AM
Documented Positive	1	November 13, 2019, 5:00:00 AM
Second Written	1	January 15, 2020, 5:00:00 AM
First Written	1	January 08, 2020, 5:00:00 AM

Details of Current Incident/Specific Concerns * Expected DPMO is per error family and not per error type

Error Family	Error Type	Errors Discovered	Units Processed	Expected DPMO*	Minimum Units	Is Excluded
Stow	Overage	[REDACTED]				
Stow	Shortage					

Error Listing * Up to 20 most recent errors shown

Date	Error Family	Error Type	Details
January 25, 2020, 4:00:21 AM	Stow	Overage	[REDACTED]
January 25, 2020, 1:36:39 AM	Stow	Shortage	
January 24, 2020, 8:12:00 PM	Stow	Shortage	
January 24, 2020, 3:17:30 AM	Stow	Shortage	
January 24, 2020, 3:17:30 AM	Stow	Shortage	
January 24, 2020, 3:17:30 AM	Stow	Shortage	
January 24, 2020, 3:17:30 AM	Stow	Shortage	
January 24, 2020, 3:17:30 AM	Stow	Shortage	
January 24, 2020, 3:17:30 AM	Stow	Shortage	[REDACTED]
January 24, 2020, 3:17:30 AM	Stow	Shortage	

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January 24, 2020, 3:17:29 AM	Stow	Shortage	
January 24, 2020, 3:17:29 AM	Stow	Shortage	
January 24, 2020, 3:17:29 AM	Stow	Shortage	
January 24, 2020, 3:17:29 AM	Stow	Shortage	
January 22, 2020, 3:02:02 AM	Stow	Shortage	
January 22, 2020, 12:53:41 AM	Stow	Shortage	
January 21, 2020, 7:37:18 PM	Stow	Shortage	

Performance Trend

Below is a summary of your past Quality performance.

Period Start	Unit Processed	Errors Discovered	DPMO	Performance %	Exempted
January 22, 2020					
January 15, 2020					
January 08, 2020					
January 01, 2020					
December 25, 2019					
December 18, 2019					

Areas of Improvement Required by Associate

You are expected to meet 100% of the quality performance expectation. Please note that If an associate receives a 2nd final or a total of 6 documented counseling write-ups in a rolling 12 months, their employment will end. We are committed to assisting you in improving your quality performance, and will assist you in addressing any job related barriers that are impacting your ability to meet quality expectations.

Associate Comments

I acknowledge that I have been informed of my right to appeal this feedback if I meet all eligibility requirements defined by the Appeals Policy, and that I know where to obtain an appeals packet.

Associate Signature: [REDACTED]

Date: January 31, 2020, 9:39:16 PM

Manager Signature: Acknowledged by Atteh, Victor Olayemi (BadgeID: 0060490)

Date: January 31, 2020, 9:39:16 PM

CONFIDENTIAL**AMZ-BRY002490**

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Acknowledged by associate on January 18, 2020, 12:00:16 AM - Delivered by Strange,Jon (jonstran)

Supportive Feedback Document Quality - Second Written



Associate Name: [REDACTED]
Manager Name: Gosch, Jordan (NC7-1800)
Created On: January 18, 2020, 12:00:16 AM

Summary

Your recent job performance is not meeting Quality expectations. Meeting performance standards is a critical component of your job. This document provides specific details about your performance and how you are not meeting expectations. In addition, this document describes the steps you and your manager will take to assist you in improving your performance. As a part of this conversation we are interested in understanding what barriers you think need to be removed, or what improvements can be made which would potentially assist you in improving your performance.

Communication History

The following is a summary of your quality feedback:

Level	Count	Most Recent
Documented Positive	1	November 13, 2019, 5:00:00 AM
First Written	1	January 08, 2020, 5:00:00 AM
Verbal Positive	12	July 31, 2019, 2:00:00 AM

Details of Current Incident/Specific Concerns * Expected DPMO is per error family and not per error type

Error Family	Error Type	Errors Discovered	Units Processed	Expected DPMO*	Minimum Units	Is Excluded
Stow	Overage	[REDACTED]				
Stow	Shortage					

Error Listing * Up to 20 most recent errors shown

Date	Error Family	Error Type	Details
January 12, 2020, 3:10:45 AM	Stow	Overage	[REDACTED]
January 12, 2020, 1:49:13 AM	Stow	Overage	
January 11, 2020, 3:16:57 AM	Stow	Shortage	
January 09, 2020, 9:34:50 PM	Stow	Shortage	
January 08, 2020, 11:24:48 PM	Stow	Shortage	
January 08, 2020, 9:06:32 PM	Stow	Shortage	
January 07, 2020, 1:01:36 AM	Stow	Overage	

Performance Trend

Below is a summary of your past Quality performance.

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Period Start	Unit Processed	Errors Discovered	DPMO	Performance %	Exempted
January 08, 2020					
January 01, 2020					
December 25, 2019					
December 18, 2019					
December 11, 2019					
December 04, 2019					

Areas of Improvement Required by Associate

You are expected to meet 100% of the quality performance expectation. Please note that If an associate receives a 2nd final or a total of 6 documented counseling write-ups in a rolling 12 months, their employment will end. We are committed to assisting you in improving your quality performance, and will assist you in addressing any job related barriers that are impacting your ability to meet quality expectations.

Associate Comments

Associate Signature: [REDACTED]**Date:** January 18, 2020, 12:00:16 AM**Manager Signature:** Acknowledged by Strange,Jon (BadgeID: 12553862)**Date:** January 18, 2020, 12:00:16 AM**CONFIDENTIAL****AMZ-BRY002492**

CONFIDENTIAL

Acknowledged by associate on January 10, 2020, 1:05:59 AM - Delivered by Gosch,Jordan (goscj)

Supportive Feedback Document Quality - First Written



Associate Name: [REDACTED]
Manager Name: Gosch,Jordan (NC7-1800)
Created On: January 10, 2020, 1:05:59 AM

Summary

Your recent job performance is not meeting Quality expectations. Meeting performance standards is a critical component of your job. This document provides specific details about your performance and how you are not meeting expectations. In addition, this document describes the steps you and your manager will take to assist you in improving your performance. As a part of this conversation we are interested in understanding what barriers you think need to be removed, or what improvements can be made which would potentially assist you in improving your performance.

Communication History

The following is a summary of your quality feedback:

Level	Count	Most Recent
Documented Positive	1	November 13, 2019, 5:00:00 AM
Verbal Positive	12	July 31, 2019, 2:00:00 AM

Details of Current Incident/Specific Concerns * Expected DPMO is per error family and not per error type

Error Family	Error Type	Errors Discovered	Units Processed	Expected DPMO*	Minimum Units	Is Excluded
Stow	Overage	[REDACTED]				
Stow	Shortage					

Error Listing * Up to 20 most recent errors shown

Date	Error Family	Error Type	Details
January 04, 2020, 9:55:21 PM	Stow	Shortage	[REDACTED]
January 04, 2020, 9:55:21 PM	Stow	Shortage	
January 04, 2020, 4:13:50 AM	Stow	Shortage	
January 04, 2020, 3:56:30 AM	Stow	Overage	
January 03, 2020, 10:55:46 PM	Stow	Shortage	
January 03, 2020, 9:04:32 PM	Stow	Shortage	
January 01, 2020, 7:39:50 PM	Stow	Shortage	
December 30, 2020, 10:25:27 PM	Stow	Overage	

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AMZ-BRY002493

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December 30, 2020, 8:25:57 PM	Stow	Shortage	
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Performance Trend

Below is a summary of your past Quality performance.

Period Start	Unit Processed	Errors Discovered	DPMO	Performance %	Exempted
January 01, 2020					
December 25, 2019					
December 18, 2019					
December 11, 2019					
December 04, 2019					
November 27, 2019					

Areas of Improvement Required by Associate

You are expected to meet 100% of the quality performance expectation. Please note that If an associate receives a 2nd final or a total of 6 documented counseling write-ups in a rolling 12 months, their employment will end. We are committed to assisting you in improving your quality performance, and will assist you in addressing any job related barriers that are impacting your ability to meet quality expectations.

Associate Comments

Associate Signature: **Date:** January 10, 2020, 1:05:59 AM**Manager Signature:** Acknowledged by Gosch, Jordan (BadgeID: 12126833)**Date:** January 10, 2020, 1:05:59 AM**CONFIDENTIAL****AMZ-BRY002494**

CONFIDENTIAL

Acknowledged by associate on November 13, 2019, 11:10:14 PM - Delivered by Gosch,Jordan (goscj)

Supportive Feedback Document Quality - Documented Positive



Associate Name: [REDACTED]
Manager Name: Gosch,Jordan (NC7-1800)
Created On: November 13, 2019, 11:10:14 PM

Summary

Your recent job performance has met or exceeded Quality expectations. Your manager and Amazon.com would like to take a moment to recognize your performance and thank you for your hard work.

Communication History

The following is a summary of your quality feedback:

Level	Count	Most Recent
Verbal Positive	15	July 31, 2019, 2:00:00 AM

Details of Current Incident/Specific Concerns * Expected DPMO is per error family and not per error type

Error Family	Error Type	Errors Discovered	Units Processed	Expected DPMO*	Minimum Units	Is Excluded
Stow	-	[REDACTED]				

Error Listing * Up to 20 most recent errors shown

Date	Error Family	Error Type	Details
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Performance Trend

Below is a summary of your past Quality performance.

Period Start	Unit Processed	Errors Discovered	DPMO	Performance %	Exempted
November 06, 2019	[REDACTED]				
October 30, 2019	[REDACTED]				

Associate Comments

Associate Signature: [REDACTED]

Date: November 13, 2019, 11:10:14 PM

Manager Signature: Acknowledged by Gosch,Jordan (BadgelD: 12126833)

Date: November 13, 2019, 11:10:14 PM

CONFIDENTIAL**AMZ-BRY002495**

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Acknowledged by associate on September 21, 2018, 1:38:00 PM - Delivered by Fitz,Dustin (fitzdust)

Supportive Feedback Document Quality - Documented Coaching



Associate Name: [REDACTED]
Manager Name: Fitz,Dustin (DH3-0700)
Created On: September 21, 2018, 1:38:00 PM

Summary

Your recent job performance is not meeting Quality expectations. Meeting performance standards is a critical component of your job. This document provides specific details about your performance and how you are not meeting expectations. In addition, this document describes the steps you and your manager will take to assist you in improving your performance. As a part of this conversation we are interested in understanding what barriers you think need to be removed, or what improvements can be made which would potentially assist you in improving your performance.

Communication History

The following is a summary of your quality feedback:

Level	Count	Most Recent
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Details of Current Incident/Specific Concerns * Expected DPMO is per error family and not per error type

Error Family	Error Type	Errors Discovered	Units Processed	Expected DPMO*	Minimum Units	Is Excluded
Stow	Overage	[REDACTED]				
Stow	Shortage					

Error Listing * Up to 20 most recent errors shown

Date	Error Family	Error Type	Details
September 16, 2018, 6:15:54 PM	Stow	Shortage	[REDACTED]
September 16, 2018, 6:15:54 PM	Stow	Shortage	
September 16, 2018, 6:15:54 PM	Stow	Shortage	
September 16, 2018, 5:13:12 PM	Stow	Overage	
September 16, 2018, 4:55:58 PM	Stow	Shortage	
September 14, 2018, 4:38:08 PM	Stow	Overage	

Performance Trend

Below is a summary of your past Quality performance.

Period Start	Unit Processed	Errors Discovered	DPMO	Performance %	Exempted
September 12, 2018	[REDACTED]				

Areas of Improvement Required by Associate

You are expected to meet 100% of the quality performance expectation. Please note that If an associate receives a 2nd final or a total of 6 documented counseling write-ups in a rolling 12 months, their employment will end. We are committed to assisting you in improving your quality performance, and will assist you in addressing any job related barriers that are impacting your ability to meet quality expectations.

CONFIDENTIAL**AMZ-BRY002496**

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Associate Comments

Associate Signature: [REDACTED]

Date: September 21, 2018, 1:38:00 PM

Manager Signature: Acknowledged by Fitz,Dustin (BadgeID: 11811206)

Date: September 21, 2018, 1:38:00 PM

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AMZ-BRY002497

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Acknowledged by associate on February 07, 2020, 6:24:54 PM - Delivered by Atteh,Victor Olayemi (oatteh)

Supportive Feedback Document Quality - Documented Positive

**Associate Name:** [REDACTED]**Manager Name:** Atteh,Victor Olayemi (NC7-1800)**Created On:** February 07, 2020, 6:24:54 PM

Summary

Your recent job performance has met or exceeded Quality expectations. Your manager and Amazon.com would like to take a moment to recognize your performance and thank you for your hard work.

Communication History

The following is a summary of your quality feedback:

Level	Count	Most Recent
Final Written	1	January 29, 2020, 5:00:00 AM
First Written	1	January 08, 2020, 5:00:00 AM
Verbal Positive	9	July 31, 2019, 2:00:00 AM
Documented Positive	1	November 13, 2019, 5:00:00 AM
Second Written	1	January 15, 2020, 5:00:00 AM

Details of Current Incident/Specific Concerns * Expected DPMO is per error family and not per error type

Error Family	Error Type	Errors Discovered	Units Processed	Expected DPMO*	Minimum Units	Is Excluded
Stow	-	[REDACTED]				

Error Listing * Up to 20 most recent errors shown

Date	Error Family	Error Type	Details
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Performance Trend

Below is a summary of your past Quality performance.

Period Start	Unit Processed	Errors Discovered	DPMO	Performance %	Exempted
January 29, 2020	[REDACTED]				
January 22, 2020	[REDACTED]				
January 15, 2020	[REDACTED]				
January 08, 2020	[REDACTED]				
January 01, 2020	[REDACTED]				
December 25, 2019	[REDACTED]				

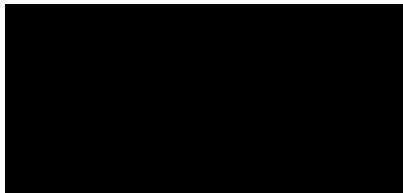
Associate Comments

Associate Signature: [REDACTED]**Date:** February 07, 2020, 6:24:54 PM**Manager Signature:** Acknowledged by Atteh,Victor Olayemi (BadgeID: 0060490)**Date:** February 07, 2020, 6:24:54 PM**CONFIDENTIAL****AMZ-BRY002498**

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6/26/2018



This letter confirms that the date of voluntary termination of your employment with Amazon.com.dedc, LLC is June 25, 2018.

You have executed a Confidentiality and Invention Assignment Agreement with the Company. You are reminded that certain provisions of the agreement survive the termination of your employment with the Company and remain in full force and effect.

We wish you the best in your future endeavors.

Sincerely,
Amazon Human Resources



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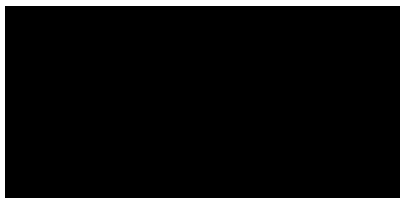


AMZ-BRY002500

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6/26/2018



This letter confirms that the date of voluntary termination of your employment with Amazon.com.dedc, LLC is June 25, 2018.

You have executed a Confidentiality and Invention Assignment Agreement with the Company. You are reminded that certain provisions of the agreement survive the termination of your employment with the Company and remain in full force and effect.

We wish you the best in your future endeavors.

Sincerely,
Amazon Human Resources



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AMZ-BRY002501

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Acknowledged by associate on September 17, 2020, 2:02:03 AM - Delivered by Greene,Donovan Rhys (drvagr)

Supportive Feedback Document Behavioral - Final Written

amazon.com

Associate Name: Ouano,Arno (ouano)
Manager Name: Greene,Donovan Rhys (NC7-1800)
Created On: September 17, 2020, 2:02:04 AM



Summary

Your recent job performance is not meeting Behavioral expectations. Meeting performance standards is a critical component of your job. This document provides specific details about your performance and how you are not meeting expectations. In addition, this document describes the steps you and your manager will take to assist you in improving your performance. As a part of this conversation we are interested in understanding what barriers you think need to be removed, or what improvements can be made which would potentially assist you in improving your performance.

Communication History

The following is a summary of your behavioral feedback:

Level	Count	Most Recent
Verbal Coaching	1	June 24, 2020, 12:23:18 AM

Details of Current Incident/Specific Concerns

On August 28, 2020, you were found to have participated in harassing/discriminatory behavior. Specifically, making inappropriate comments to another associate by calling him "an illegal alien."

Areas of Improvement Required by Associate

Associates are required to treat other employees, vendors, and visitors with respect and dignity. Amazon.com does not tolerate inappropriate or offensive conduct, including harassment and/or discriminatory actions or communications. As detailed above, you have failed to meet this expectation. You must treat all employees, vendors, and visitors in a respectful and courteous manner. It's critical that you avoid any statements or actions that might offend or demean an individual based on his or her race, religion, ethnicity, age, gender, or other characteristics. Sexual or demeaning actions or comments are also unacceptable. Further violation of Amazon's Workplace Harassment Policy/Discrimination Policy will lead to further discipline, up to and including termination of employment.

Associate Comments

I acknowledge that I have been informed of my right to appeal this feedback if I meet all eligibility requirements defined by the Appeals Policy, and that I know where to obtain an appeals packet.

Associate Signature: Acknowledged by Ouano,Arno (BadgeID: 0046655)

Date: September 17, 2020, 2:02:03 AM

Manager Signature: Acknowledged by Greene,Donovan Rhys (BadgeID: 11497606)

Date: September 17, 2020, 2:02:03 AM

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AMZ-BRY002451

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Acknowledged by associate on February 12, 2019, 11:16:03 PM - Delivered by Danko,David (dddanko)

Supportive Feedback Document Unpaid Personal Time - Notice



Associate Name: [REDACTED]
Manager Name: Ramrattan,Courtney (NL4-1830)
Created On: February 12, 2019, 11:16:03 PM

Summary

We value you as a team member and appreciate the effort you give to ensure we are the Earth's most customer centric company! As an owner, we want you to be successful. You start your employment with a bank of Unpaid Personal Time (UPT), in addition to paid vacation and personal time. Your UPT bank is refreshed with an additional 20 hours each quarter (up to a maximum of 80 hours). This conversation is to make sure you know where you stand with your bank of UPT and the date your bank will be refreshed. This is just a friendly reminder: if your UPT balance is depleted past zero and you have no paid personal time available or other approved leave options, as described in the attendance policy, termination of employment will occur. So, please make sure you track your UPT balance and manage your time. If you have questions or need help, just ask!

Communication History

The following is a summary of your unpaid personal time feedback:

Level	Count	Most Recent
Notice	6	October 17, 2018, 12:00:00 AM

Details of Current Incident/Specific Concerns

We value you as a team member and appreciate the effort you give to ensure we are the Earth's most customer centric company! As an owner, we want you to be successful. You start your employment with a bank of Unpaid Personal Time (UPT), in addition to paid vacation and personal time. Your UPT bank is refreshed with an additional 20 hours each quarter (up to a maximum of 80 hours). This conversation is to make sure you know where you stand with your bank of UPT and the date your bank will be refreshed. Your next 20-hour allotment of UPT will be deposited into your UPT bank on: **April 01, 2019**, Current UPT Balance is **14**, As of: **January 16, 2019**

Associate Comments

Associate Signature: Acknowledged by [REDACTED] (BadgelD: [REDACTED])

Date: February 12, 2019, 11:16:03 PM

Manager Signature: Acknowledged by Danko,David (BadgelD: 11536038)

Date: February 12, 2019, 11:16:03 PM

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AMZ-BRY002340

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Acknowledged by associate on October 22, 2018, 1:31:59 AM - Delivered by Ramrattan,Courtney (ramrattc)

Supportive Feedback Document Unpaid Personal Time - Notice

**Associate Name:** [REDACTED]**Manager Name:** Ramrattan,Courtney (NL4-1830)**Created On:** October 22, 2018, 1:31:59 AM

Summary

We value you as a team member and appreciate the effort you give to ensure we are the Earth's most customer centric company! As an owner, we want you to be successful. You start your employment with a bank of Unpaid Personal Time (UPT), in addition to paid vacation and personal time. Your UPT bank is refreshed with an additional 20 hours each quarter (up to a maximum of 80 hours). This conversation is to make sure you know where you stand with your bank of UPT and the date your bank will be refreshed. This is just a friendly reminder: if your UPT balance is depleted past zero and you have no paid personal time available or other approved leave options, as described in the attendance policy, termination of employment will occur. So, please make sure you track your UPT balance and manage your time. If you have questions or need help, just ask!

Communication History

The following is a summary of your unpaid personal time feedback:

Level	Count	Most Recent
Notice	5	September 13, 2018, 12:00:00 AM

Details of Current Incident/Specific Concerns

We value you as a team member and appreciate the effort you give to ensure we are the Earth's most customer centric company! As an owner, we want you to be successful. You start your employment with a bank of Unpaid Personal Time (UPT), in addition to paid vacation and personal time. Your UPT bank is refreshed with an additional 20 hours each quarter (up to a maximum of 80 hours). This conversation is to make sure you know where you stand with your bank of UPT and the date your bank will be refreshed. Your next 20-hour allotment of UPT will be deposited into your UPT bank on: **January 01, 2019**, Current UPT Balance is **14**, As of: **October 17, 2018**

Associate Comments

Associate Signature: Acknowledged by [REDACTED] (BadgeID: [REDACTED])**Date:** October 22, 2018, 1:31:59 AM**Manager Signature:** Acknowledged by Ramrattan,Courtney (BadgeID: 12126509)**Date:** October 22, 2018, 1:31:59 AM**CONFIDENTIAL****AMZ-BRY002341**

CONFIDENTIAL

Acknowledged by associate on September 26, 2018, 2:51:14 AM - Delivered by Ramrattan,Courtney (ramrattc)

Supportive Feedback Document Unpaid Personal Time - Notice

**Associate Name:** [REDACTED]**Manager Name:** Ramrattan,Courtney (NL4-1830)**Created On:** September 26, 2018, 2:51:14 AM

Summary

We value you as a team member and appreciate the effort you give to ensure we are the Earth's most customer centric company! As an owner, we want you to be successful. You start your employment with a bank of Unpaid Personal Time (UPT), in addition to paid vacation and personal time. Your UPT bank is refreshed with an additional 20 hours each quarter (up to a maximum of 80 hours). This conversation is to make sure you know where you stand with your bank of UPT and the date your bank will be refreshed. This is just a friendly reminder: if your UPT balance is depleted past zero and you have no paid personal time available or other approved leave options, as described in the attendance policy, termination of employment will occur. So, please make sure you track your UPT balance and manage your time. If you have questions or need help, just ask!

Communication History

The following is a summary of your unpaid personal time feedback:

Level	Count	Most Recent
Notice	5	June 18, 2018, 12:00:00 AM

Details of Current Incident/Specific Concerns

We value you as a team member and appreciate the effort you give to ensure we are the Earth's most customer centric company! As an owner, we want you to be successful. You start your employment with a bank of Unpaid Personal Time (UPT), in addition to paid vacation and personal time. Your UPT bank is refreshed with an additional 20 hours each quarter (up to a maximum of 80 hours). This conversation is to make sure you know where you stand with your bank of UPT and the date your bank will be refreshed. Your next 20-hour allotment of UPT will be deposited into your UPT bank on: **October 01, 2018**, Current UPT Balance is **13**, As of: **September 13, 2018**

Associate Comments

Associate Signature: Acknowledged by [REDACTED] (BadgeID: [REDACTED])**Date:** September 26, 2018, 2:51:14 AM**Manager Signature:** Acknowledged by Ramrattan,Courtney (BadgeID: 12126509)**Date:** September 26, 2018, 2:51:14 AM**CONFIDENTIAL****AMZ-BRY002342**

CONFIDENTIAL

Acknowledged by associate on June 18, 2018, 4:50:32 AM - Delivered by Wilson,Emma (emmwils)

Supportive Feedback Document Unpaid Personal Time - Notice



Associate Name: [REDACTED]
Manager Name: Wilson,Emma (NL4-1830)
Created On: June 18, 2018, 4:50:32 AM

Summary

We value you as a team member and appreciate the effort you give to ensure we are the Earth's most customer centric company! As an owner, we want you to be successful. You start your employment with a bank of Unpaid Personal Time (UPT), in addition to paid vacation and personal time. Your UPT bank is refreshed with an additional 20 hours each quarter (up to a maximum of 80 hours). This conversation is to make sure you know where you stand with your bank of UPT and the date your bank will be refreshed. This is just a friendly reminder: if your UPT balance is depleted past zero and you have no paid personal time available or other approved leave options, as described in the attendance policy, termination of employment will occur. So, please make sure you track your UPT balance and manage your time. If you have questions or need help, just ask!

Communication History

The following is a summary of your unpaid personal time feedback:

Level	Count	Most Recent
Notice	4	May 02, 2018, 12:00:00 AM

Details of Current Incident/Specific Concerns

We value you as a team member and appreciate the effort you give to ensure we are the Earth's most customer centric company! As an owner, we want you to be successful. You start your employment with a bank of Unpaid Personal Time (UPT), in addition to paid vacation and personal time. Your UPT bank is refreshed with an additional 20 hours each quarter (up to a maximum of 80 hours). This conversation is to make sure you know where you stand with your bank of UPT and the date your bank will be refreshed. Your next 20-hour allotment of UPT will be deposited into your UPT bank on: **July 01, 2018**, Current UPT Balance is **12**, As of: **June 18, 2018**

Associate Comments

Associate Signature: Acknowledged by [REDACTED] (BadgeID: [REDACTED])

Date: June 18, 2018, 4:50:32 AM

Manager Signature: Acknowledged by Wilson,Emma (BadgeID: 12371848)

Date: June 18, 2018, 4:50:32 AM

CONFIDENTIAL**AMZ-BRY002343**

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Acknowledged by associate on May 10, 2018, 5:21:35 PM - Delivered by Wilson,Emma (emmwils)

Supportive Feedback Document Unpaid Personal Time - Notice



Associate Name: [REDACTED]
Manager Name: Wilson,Emma (NL4-1830)
Created On: May 10, 2018, 5:21:35 PM

Summary

We value you as a team member and appreciate the effort you give to ensure we are the Earth's most customer centric company! As an owner, we want you to be successful. You start your employment with a bank of Unpaid Personal Time (UPT), in addition to paid vacation and personal time. Your UPT bank is refreshed with an additional 20 hours each quarter (up to a maximum of 80 hours). This conversation is to make sure you know where you stand with your bank of UPT and the date your bank will be refreshed. This is just a friendly reminder: if your UPT balance is depleted past zero and you have no paid personal time available or other approved leave options, as described in the attendance policy, termination of employment will occur. So, please make sure you track your UPT balance and manage your time. If you have questions or need help, just ask!

Communication History

The following is a summary of your unpaid personal time feedback:

Level	Count	Most Recent
Notice	3	April 10, 2018, 12:00:00 AM

Details of Current Incident/Specific Concerns

We value you as a team member and appreciate the effort you give to ensure we are the Earth's most customer centric company! As an owner, we want you to be successful. You start your employment with a bank of Unpaid Personal Time (UPT), in addition to paid vacation and personal time. Your UPT bank is refreshed with an additional 20 hours each quarter (up to a maximum of 80 hours). This conversation is to make sure you know where you stand with your bank of UPT and the date your bank will be refreshed. Your next 20-hour allotment of UPT will be deposited into your UPT bank on: **July 01, 2018**, Current UPT Balance is **14**, As of: **May 02, 2018**

Associate Comments

Associate Signature: Acknowledged by [REDACTED] (BadgeID: [REDACTED])

Date: May 10, 2018, 5:21:35 PM

Manager Signature: Acknowledged by Wilson,Emma (BadgeID: 12371848)

Date: May 10, 2018, 5:21:35 PM

CONFIDENTIAL**AMZ-BRY002344**

CONFIDENTIAL

Acknowledged by associate on April 10, 2018, 7:18:36 PM - Delivered by Ming,Shawn (shawming)

Supportive Feedback Document Unpaid Personal Time - Notice



Associate Name: [REDACTED]
Manager Name: Wilson,Emma (NL4-1830)
Created On: April 10, 2018, 7:18:36 PM

Summary

We value you as a team member and appreciate the effort you give to ensure we are the Earth's most customer centric company! As an owner, we want you to be successful. You start your employment with a bank of Unpaid Personal Time (UPT), in addition to paid vacation and personal time. Your UPT bank is refreshed with an additional 20 hours each quarter (up to a maximum of 80 hours). This conversation is to make sure you know where you stand with your bank of UPT and the date your bank will be refreshed. This is just a friendly reminder: if your UPT balance is depleted past zero and you have no paid personal time available or other approved leave options, as described in the attendance policy, termination of employment will occur. So, please make sure you track your UPT balance and manage your time. If you have questions or need help, just ask!

Communication History

The following is a summary of your unpaid personal time feedback:

Level	Count	Most Recent
Notice	2	January 16, 2018, 12:00:00 AM

Details of Current Incident/Specific Concerns

We value you as a team member and appreciate the effort you give to ensure we are the Earth's most customer centric company! As an owner, we want you to be successful. You start your employment with a bank of Unpaid Personal Time (UPT), in addition to paid vacation and personal time. Your UPT bank is refreshed with an additional 20 hours each quarter (up to a maximum of 80 hours). This conversation is to make sure you know where you stand with your bank of UPT and the date your bank will be refreshed. Your next 20-hour allotment of UPT will be deposited into your UPT bank on: **July 01, 2018**, Current UPT Balance is **13**, As of: **April 10, 2018**

Associate Comments

Associate Signature: Acknowledged by [REDACTED] (BadgelD: [REDACTED])

Date: April 10, 2018, 7:18:36 PM

Manager Signature: Acknowledged by Ming,Shawn (BadgelD: 11353910)

Date: April 10, 2018, 7:18:36 PM

CONFIDENTIAL**AMZ-BRY002345**

CONFIDENTIAL

Acknowledged by associate on January 17, 2018, 4:06:07 AM - Delivered by Wilson,Emma (emmwils)

Supportive Feedback Document Unpaid Personal Time - Notice



Associate Name: [REDACTED]
Manager Name: Wilson,Emma (NL4-1830)
Created On: January 17, 2018, 4:06:07 AM

Summary

We value you as a team member and appreciate the effort you give to ensure we are the Earth's most customer centric company! As an owner, we want you to be successful. You start your employment with a bank of Unpaid Personal Time (UPT), in addition to paid vacation and personal time. Your UPT bank is refreshed with an additional 20 hours each quarter (up to a maximum of 80 hours). This conversation is to make sure you know where you stand with your bank of UPT and the date your bank will be refreshed. This is just a friendly reminder: if your UPT balance is depleted past zero and you have no paid personal time available or other approved leave options, as described in the attendance policy, termination of employment will occur. So, please make sure you track your UPT balance and manage your time. If you have questions or need help, just ask!

Communication History

The following is a summary of your unpaid personal time feedback:

Level	Count	Most Recent
Notice	1	September 18, 2017, 12:00:00 AM

Details of Current Incident/Specific Concerns

We value you as a team member and appreciate the effort you give to ensure we are the Earth's most customer centric company! As an owner, we want you to be successful. You start your employment with a bank of Unpaid Personal Time (UPT), in addition to paid vacation and personal time. Your UPT bank is refreshed with an additional 20 hours each quarter (up to a maximum of 80 hours). This conversation is to make sure you know where you stand with your bank of UPT and the date your bank will be refreshed. Your next 20-hour allotment of UPT will be deposited into your UPT bank on: **April 01, 2018**, Current UPT Balance is **15**, As of: **January 17, 2018**

Associate Comments

Associate Signature: Acknowledged by [REDACTED] (BadgeID: [REDACTED])

Date: January 17, 2018, 4:06:07 AM

Manager Signature: Acknowledged by Wilson,Emma (BadgeID: 12371848)

Date: January 17, 2018, 4:06:07 AM

CONFIDENTIAL**AMZ-BRY002346**

CONFIDENTIAL

Acknowledged by associate on September 24, 2017, 9:10:33 PM - Delivered by Wilson,Emma (emmwils)

Supportive Feedback Document Unpaid Personal Time - Notice



Associate Name: [REDACTED]
Manager Name: San Martino, Delaney (NL4-1830)
Created On: September 24, 2017, 9:10:33 PM

Summary

We value you as a team member and appreciate the effort you give to ensure we are the Earth's most customer centric company! As an owner, we want you to be successful. You start your employment with a bank of Unpaid Personal Time (UPT), in addition to paid vacation and personal time. Your UPT bank is refreshed with an additional 20 hours each quarter (up to a maximum of 80 hours). This conversation is to make sure you know where you stand with your bank of UPT and the date your bank will be refreshed. This is just a friendly reminder: if your UPT balance is depleted past zero and you have no paid personal time available or other approved leave options, as described in the attendance policy, termination of employment will occur. So, please make sure you track your UPT balance and manage your time. If you have questions or need help, just ask!

Communication History

The following is a summary of your unpaid personal time feedback:

Level	Count	Most Recent
Notice	2	December 20, 2016, 12:00:00 AM

Details of Current Incident/Specific Concerns

We value you as a team member and appreciate the effort you give to ensure we are the Earth's most customer centric company! As an owner, we want you to be successful. You start your employment with a bank of Unpaid Personal Time (UPT), in addition to paid vacation and personal time. Your UPT bank is refreshed with an additional 20 hours each quarter (up to a maximum of 80 hours). This conversation is to make sure you know where you stand with your bank of UPT and the date your bank will be refreshed. Your next 20-hour allotment of UPT will be deposited into your UPT bank on: **October 01, 2017**, Current UPT Balance is **13**, As of: **September 19, 2017**

Associate Comments

Associate Signature: Acknowledged by [REDACTED] (BadgelID: [REDACTED])

Date: September 24, 2017, 9:10:33 PM

Manager Signature: Acknowledged by Wilson,Emma (BadgelID: 12371848)

Date: September 24, 2017, 9:10:33 PM

CONFIDENTIAL**AMZ-BRY002347**

CONFIDENTIAL

Acknowledged by associate on December 28, 2016, 6:07:53 PM - Delivered by Wilmington,Stephen A. (wilmington)

Supportive Feedback Document Unpaid Personal Time - Notice



Associate Name: [REDACTED] ([REDACTED])
Manager Name: Wilmington,Stephen A. (NL4-1830)
Created On: December 28, 2016, 6:07:53 PM

Summary

We value you as a team member and appreciate the effort you give to ensure we are the Earth's most customer centric company! As an owner, we want you to be successful. Each fulltime associate starts out with a bank of 40 of Unpaid Personal Time (UPT), in addition to paid vacation and personal time. Your UPT bank is refreshed with an additional 20 hours each quarter (up to a maximum of 80 hours). This conversation is to make sure you know where you stand with your bank of UPT and the date your bank will be refreshed. This is just a friendly reminder: if your UPT balance is depleted past zero and you have no paid personal time available or other approved leave options, as described in the attendance policy, termination of employment will occur. So, please make sure you track your UPT balance and manage your time. If you have questions or need help, just ask!

Communication History

The following is a summary of your unpaid personal time feedback:

Level	Count	Most Recent
Notice	4	November 08, 2016, 12:00:00 AM

Details of Current Incident/Specific Concerns

We value you as a team member and appreciate the effort you give to ensure we are the Earth's most customer centric company! As an owner, we want you to be successful. Each fulltime associate starts out with a bank of 40 of Unpaid Personal Time (UPT), in addition to paid vacation and personal time. Your UPT bank is refreshed with an additional 20 hours each quarter (up to a maximum of 80 hours). This conversation is to make sure you know where you stand with your bank of UPT and the date your bank will be refreshed. Your next 20-hour allotment of UPT will be deposited into your UPT bank on: **January 01, 2017**, Current UPT Balance is 7, As of: **December 21, 2016**

Associate Comments

Associate Signature: Acknowledged by [REDACTED] ([REDACTED]) (BadgeID: [REDACTED])

Date: December 28, 2016, 6:07:53 PM

Manager Signature: Acknowledged by Wilmington,Stephen A. (BadgeID: 11353920)

Date: December 28, 2016, 6:07:53 PM

CONFIDENTIAL**AMZ-BRY002348**

CONFIDENTIAL

Acknowledged by associate on November 09, 2016, 12:35:12 AM - Delivered by Wilmington,Stephen A. (wilmington)

Supportive Feedback Document Unpaid Personal Time - Notice



Associate Name: [REDACTED] ([REDACTED])
Manager Name: Wilmington,Stephen A. (NL4-1830)
Created On: November 09, 2016, 12:35:12 AM

Summary

We value you as a team member and appreciate the effort you give to ensure we are the Earth's most customer centric company! As an owner, we want you to be successful. Each fulltime associate starts out with a bank of 40 of Unpaid Personal Time (UPT), in addition to paid vacation and personal time. Your UPT bank is refreshed with an additional 20 hours each quarter (up to a maximum of 80 hours). This conversation is to make sure you know where you stand with your bank of UPT and the date your bank will be refreshed. This is just a friendly reminder: if your UPT balance is depleted past zero and you have no paid personal time available or other approved leave options, as described in the attendance policy, termination of employment will occur. So, please make sure you track your UPT balance and manage your time. If you have questions or need help, just ask!

Communication History

The following is a summary of your unpaid personal time feedback:

Level	Count	Most Recent
Notice	3	September 13, 2016, 12:00:00 AM

Details of Current Incident/Specific Concerns

We value you as a team member and appreciate the effort you give to ensure we are the Earth's most customer centric company! As an owner, we want you to be successful. Each fulltime associate starts out with a bank of 40 of Unpaid Personal Time (UPT), in addition to paid vacation and personal time. Your UPT bank is refreshed with an additional 20 hours each quarter (up to a maximum of 80 hours). This conversation is to make sure you know where you stand with your bank of UPT and the date your bank will be refreshed. Your next 20-hour allotment of UPT will be deposited into your UPT bank on: **January 01, 2017**, Current UPT Balance is **13**, As of: **November 09, 2016**

Associate Comments

Associate Signature: Acknowledged by [REDACTED] (BadgeID: [REDACTED])

Date: November 09, 2016, 12:35:12 AM

Manager Signature: Acknowledged by Wilmington,Stephen A. (BadgeID: 11353920)

Date: November 09, 2016, 12:35:12 AM

CONFIDENTIAL**AMZ-BRY002349**

CONFIDENTIAL

Acknowledged by associate on Sep 13, 2016 7:32:17 PM - Delivered by Babatunde,Oluwakonyinsola Alexander (oluwakob)

Supportive Feedback Document Unpaid Personal Time - Notice



Associate Name: [REDACTED] ([REDACTED])
Manager Name: Wilmington, Stephen A. (NL4-1830)
Created On: Sep 13, 2016 7:32:17 PM

Summary

We value you as a team member and appreciate the effort you give to ensure we are the Earth's most customer centric company! As an owner, we want you to be successful. Each fulltime associate starts out with a bank of 40 of Unpaid Personal Time (UPT), in addition to paid vacation and personal time. Your UPT bank is refreshed with an additional 20 hours each quarter (up to a maximum of 80 hours). This conversation is to make sure you know where you stand with your bank of UPT and the date your bank will be refreshed. This is just a friendly reminder: if your UPT balance is depleted past zero and you have no paid personal time available or other approved leave options, as described in the attendance policy, termination of employment will occur. So, please make sure you track your UPT balance and manage your time. If you have questions or need help, just ask!

Communication History

Below is a summary of your Unpaid Personal Time communications

Level	Count	Most Recent
Notice	2	Apr 5, 2016 12:00:00 AM

Details of Current Incident/Specific Concerns

We value you as a team member and appreciate the effort you give to ensure we are the Earth's most customer centric company! As an owner, we want you to be successful. Each fulltime associate starts out with a bank of 40 of Unpaid Personal Time (UPT), in addition to paid vacation and personal time. Your UPT bank is refreshed with an additional 20 hours each quarter (up to a maximum of 80 hours). This conversation is to make sure you know where you stand with your bank of UPT and the date your bank will be refreshed. Your next 20-hour allotment of UPT will be deposited into your UPT bank on: **Oct 1, 2016**, Current UPT Balance is 8, As of: **Sep 13, 2016**

Associate Comments

Associate Signature: Acknowledged by [REDACTED] (BadgeID: [REDACTED])

Date: Sep 13, 2016 7:32:17 PM

Manager Signature: Acknowledged by Babatunde,Oluwakonyinsola Alexander (BadgeID: 11364900)

Date: Sep 13, 2016 7:32:17 PM

CONFIDENTIAL**AMZ-BRY002350**

CONFIDENTIAL

Acknowledged by associate on Apr 9, 2016 9:40:25 PM - Delivered by Nguyen,Deborah Hang (debnguye)

Supportive Feedback Document Unpaid Personal Time - Notice



Associate Name: [REDACTED] ([REDACTED])
Manager Name: Nguyen,Deborah Hang (NL4-1830)
Created On: Apr 9, 2016 9:40:25 PM

Summary

We value you as a team member and appreciate the effort you give to ensure we are the Earth's most customer centric company! As an owner, we want you to be successful. Each fulltime associate starts out with a bank of 40 of Unpaid Personal Time (UPT), in addition to paid vacation and personal time. Your UPT bank is refreshed with an additional 20 hours each quarter (up to a maximum of 80 hours). This conversation is to make sure you know where you stand with your bank of UPT and the date your bank will be refreshed. This is just a friendly reminder: if your UPT balance is depleted past zero and you have no paid personal time available or other approved leave options, as described in the attendance policy, termination of employment will occur. So, please make sure you track your UPT balance and manage your time. If you have questions or need help, just ask!

Communication History

Below is a summary of your Attendance communications

Level	Count	Most Recent
Notice	1	Feb 4, 2016 12:00:00 AM

Details of Current Incident/Specific Concerns

We value you as a team member and appreciate the effort you give to ensure we are the Earth's most customer centric company! As an owner, we want you to be successful. Each fulltime associate starts out with a bank of 40 of Unpaid Personal Time (UPT), in addition to paid vacation and personal time. Your UPT bank is refreshed with an additional 20 hours each quarter (up to a maximum of 80 hours). This conversation is to make sure you know where you stand with your bank of UPT and the date your bank will be refreshed. Your next 20-hour allotment of UPT will be deposited into your UPT bank on: **Jul 1, 2016**, Current UPT Balance is **15**, As of: **Apr 9, 2016**

Associate Comments

Associate Signature: Acknowledged by [REDACTED] (BadgeID: [REDACTED])

Date: Apr 9, 2016 9:40:25 PM

Manager Signature: Acknowledged by Nguyen,Deborah Hang (BadgeID: 11353905)

Date: Apr 9, 2016 9:40:25 PM

CONFIDENTIAL**AMZ-BRY002351**

CONFIDENTIAL

Acknowledged by associate on Feb 8, 2016 7:43:45 PM - Delivered by Powell,Misha (mishap)

Supportive Feedback Document Unpaid Personal Time - Notice

**Associate Name:** [REDACTED] ([REDACTED])**Manager Name:** Powell,Misha (NL4-1830)**Created On:** Feb 8, 2016 7:43:45 PM

Summary

We value you as a team member and appreciate the effort you give to ensure we are the Earth's most customer centric company! As an owner, we want you to be successful. Each fulltime associate starts out with a bank of 40 of Unpaid Personal Time (UPT), in addition to paid vacation and personal time. Your UPT bank is refreshed with an additional 20 hours each quarter (up to a maximum of 80 hours). This conversation is to make sure you know where you stand with your bank of UPT and the date your bank will be refreshed. This is just a friendly reminder: if your UPT balance is depleted past zero and you have no paid personal time available or other approved leave options, as described in the attendance policy, termination of employment will occur. So, please make sure you track your UPT balance and manage your time. If you have questions or need help, just ask!

Communication History

Below is a summary of your Attendance communications

Level	Count	Most Recent
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Details of Current Incident/Specific Concerns

We value you as a team member and appreciate the effort you give to ensure we are the Earth's most customer centric company! As an owner, we want you to be successful. Each fulltime associate starts out with a bank of 40 of Unpaid Personal Time (UPT), in addition to paid vacation and personal time. Your UPT bank is refreshed with an additional 20 hours each quarter (up to a maximum of 80 hours). This conversation is to make sure you know where you stand with your bank of UPT and the date your bank will be refreshed. Your next 20-hour allotment of UPT will be deposited into your UPT bank on: **Apr 1, 2016**, Current UPT Balance is **2**, As of: **Feb 4, 2016**

Associate Comments

Associate Signature: Acknowledged by [REDACTED] ([REDACTED]) (BadgeID: [REDACTED])**Date:** Feb 8, 2016 7:43:45 PM**Manager Signature:** Acknowledged by Powell,Misha (BadgeID: 0037967)**Date:** Feb 8, 2016 7:43:45 PM**CONFIDENTIAL****AMZ-BRY002352**

CONFIDENTIAL

Acknowledged by associate on April 29, 2019, 7:41:04 PM - Delivered by Ramrattan,Courtney (ramrattc)

Supportive Feedback Document Unpaid Personal Time - Notice



Associate Name: [REDACTED]
Manager Name: Komis,Eduard (NL4-1830)
Created On: April 29, 2019, 7:41:04 PM

Summary

We value you as a team member and appreciate the effort you give to ensure we are the Earth's most customer centric company! As an owner, we want you to be successful. You start your employment with a bank of Unpaid Personal Time (UPT), in addition to paid vacation and personal time. Your UPT bank is refreshed with an additional 20 hours each quarter (up to a maximum of 80 hours). This conversation is to make sure you know where you stand with your bank of UPT and the date your bank will be refreshed. This is just a friendly reminder: if your UPT balance is depleted past zero and you have no paid personal time available or other approved leave options, as described in the attendance policy, termination of employment will occur. So, please make sure you track your UPT balance and manage your time. If you have questions or need help, just ask!

Communication History

The following is a summary of your unpaid personal time feedback:

Level	Count	Most Recent
Notice	5	January 10, 2019, 12:00:00 AM

Details of Current Incident/Specific Concerns

We value you as a team member and appreciate the effort you give to ensure we are the Earth's most customer centric company! As an owner, we want you to be successful. You start your employment with a bank of Unpaid Personal Time (UPT), in addition to paid vacation and personal time. Your UPT bank is refreshed with an additional 20 hours each quarter (up to a maximum of 80 hours). This conversation is to make sure you know where you stand with your bank of UPT and the date your bank will be refreshed. Your next 20-hour allotment of UPT will be deposited into your UPT bank on: **July 01, 2019**, Current UPT Balance is **0**, As of: **April 24, 2019**

Associate Comments

Associate Signature: Acknowledged by [REDACTED] (BadgeID: [REDACTED])

Date: April 29, 2019, 7:41:04 PM

Manager Signature: Acknowledged by Ramrattan,Courtney (BadgeID: 12126509)

Date: April 29, 2019, 7:41:04 PM

CONFIDENTIAL**AMZ-BRY002353**

CONFIDENTIAL

Acknowledged by associate on February 12, 2019, 11:16:03 PM - Delivered by Danko,David (dddanko)

Supportive Feedback Document Unpaid Personal Time - Notice

**Associate Name:** [REDACTED]**Manager Name:** Ramrattan,Courtney (NL4-1830)**Created On:** February 12, 2019, 11:16:03 PM

Summary

We value you as a team member and appreciate the effort you give to ensure we are the Earth's most customer centric company! As an owner, we want you to be successful. You start your employment with a bank of Unpaid Personal Time (UPT), in addition to paid vacation and personal time. Your UPT bank is refreshed with an additional 20 hours each quarter (up to a maximum of 80 hours). This conversation is to make sure you know where you stand with your bank of UPT and the date your bank will be refreshed. This is just a friendly reminder: if your UPT balance is depleted past zero and you have no paid personal time available or other approved leave options, as described in the attendance policy, termination of employment will occur. So, please make sure you track your UPT balance and manage your time. If you have questions or need help, just ask!

Communication History

The following is a summary of your unpaid personal time feedback:

Level	Count	Most Recent
Notice	6	October 17, 2018, 12:00:00 AM

Details of Current Incident/Specific Concerns

We value you as a team member and appreciate the effort you give to ensure we are the Earth's most customer centric company! As an owner, we want you to be successful. You start your employment with a bank of Unpaid Personal Time (UPT), in addition to paid vacation and personal time. Your UPT bank is refreshed with an additional 20 hours each quarter (up to a maximum of 80 hours). This conversation is to make sure you know where you stand with your bank of UPT and the date your bank will be refreshed. Your next 20-hour allotment of UPT will be deposited into your UPT bank on: **April 01, 2019**, Current UPT Balance is **14**, As of: **January 16, 2019**

Associate Comments

Associate Signature: Acknowledged by [REDACTED] (BadgelD: [REDACTED])**Date:** February 12, 2019, 11:16:03 PM**Manager Signature:** Acknowledged by Danko,David (BadgelD: 11536038)**Date:** February 12, 2019, 11:16:03 PM**CONFIDENTIAL****AMZ-BRY002354**

CONFIDENTIAL

Acknowledged by associate on October 22, 2018, 1:31:59 AM - Delivered by Ramrattan,Courtney (ramrattc)

Supportive Feedback Document Unpaid Personal Time - Notice

**Associate Name:** [REDACTED]**Manager Name:** Ramrattan,Courtney (NL4-1830)**Created On:** October 22, 2018, 1:31:59 AM

Summary

We value you as a team member and appreciate the effort you give to ensure we are the Earth's most customer centric company! As an owner, we want you to be successful. You start your employment with a bank of Unpaid Personal Time (UPT), in addition to paid vacation and personal time. Your UPT bank is refreshed with an additional 20 hours each quarter (up to a maximum of 80 hours). This conversation is to make sure you know where you stand with your bank of UPT and the date your bank will be refreshed. This is just a friendly reminder: if your UPT balance is depleted past zero and you have no paid personal time available or other approved leave options, as described in the attendance policy, termination of employment will occur. So, please make sure you track your UPT balance and manage your time. If you have questions or need help, just ask!

Communication History

The following is a summary of your unpaid personal time feedback:

Level	Count	Most Recent
Notice	5	September 13, 2018, 12:00:00 AM

Details of Current Incident/Specific Concerns

We value you as a team member and appreciate the effort you give to ensure we are the Earth's most customer centric company! As an owner, we want you to be successful. You start your employment with a bank of Unpaid Personal Time (UPT), in addition to paid vacation and personal time. Your UPT bank is refreshed with an additional 20 hours each quarter (up to a maximum of 80 hours). This conversation is to make sure you know where you stand with your bank of UPT and the date your bank will be refreshed. Your next 20-hour allotment of UPT will be deposited into your UPT bank on: **January 01, 2019**, Current UPT Balance is **14**, As of: **October 17, 2018**

Associate Comments

Associate Signature: Acknowledged by [REDACTED] (BadgeID: [REDACTED])**Date:** October 22, 2018, 1:31:59 AM**Manager Signature:** Acknowledged by Ramrattan,Courtney (BadgeID: 12126509)**Date:** October 22, 2018, 1:31:59 AM**CONFIDENTIAL****AMZ-BRY002355**

CONFIDENTIAL

Acknowledged by associate on September 26, 2018, 2:51:14 AM - Delivered by Ramrattan,Courtney (ramrattc)

Supportive Feedback Document Unpaid Personal Time - Notice

**Associate Name:** [REDACTED]**Manager Name:** Ramrattan,Courtney (NL4-1830)**Created On:** September 26, 2018, 2:51:14 AM

Summary

We value you as a team member and appreciate the effort you give to ensure we are the Earth's most customer centric company! As an owner, we want you to be successful. You start your employment with a bank of Unpaid Personal Time (UPT), in addition to paid vacation and personal time. Your UPT bank is refreshed with an additional 20 hours each quarter (up to a maximum of 80 hours). This conversation is to make sure you know where you stand with your bank of UPT and the date your bank will be refreshed. This is just a friendly reminder: if your UPT balance is depleted past zero and you have no paid personal time available or other approved leave options, as described in the attendance policy, termination of employment will occur. So, please make sure you track your UPT balance and manage your time. If you have questions or need help, just ask!

Communication History

The following is a summary of your unpaid personal time feedback:

Level	Count	Most Recent
Notice	5	June 18, 2018, 12:00:00 AM

Details of Current Incident/Specific Concerns

We value you as a team member and appreciate the effort you give to ensure we are the Earth's most customer centric company! As an owner, we want you to be successful. You start your employment with a bank of Unpaid Personal Time (UPT), in addition to paid vacation and personal time. Your UPT bank is refreshed with an additional 20 hours each quarter (up to a maximum of 80 hours). This conversation is to make sure you know where you stand with your bank of UPT and the date your bank will be refreshed. Your next 20-hour allotment of UPT will be deposited into your UPT bank on: **October 01, 2018**, Current UPT Balance is **13**, As of: **September 13, 2018**

Associate Comments

Associate Signature: Acknowledged by [REDACTED] (BadgeID: [REDACTED])**Date:** September 26, 2018, 2:51:14 AM**Manager Signature:** Acknowledged by Ramrattan,Courtney (BadgeID: 12126509)**Date:** September 26, 2018, 2:51:14 AM**CONFIDENTIAL****AMZ-BRY002356**

CONFIDENTIAL

Acknowledged by associate on June 18, 2018, 4:50:32 AM - Delivered by Wilson,Emma (emmwils)

Supportive Feedback Document Unpaid Personal Time - Notice



Associate Name: [REDACTED]
Manager Name: Wilson,Emma (NL4-1830)
Created On: June 18, 2018, 4:50:32 AM

Summary

We value you as a team member and appreciate the effort you give to ensure we are the Earth's most customer centric company! As an owner, we want you to be successful. You start your employment with a bank of Unpaid Personal Time (UPT), in addition to paid vacation and personal time. Your UPT bank is refreshed with an additional 20 hours each quarter (up to a maximum of 80 hours). This conversation is to make sure you know where you stand with your bank of UPT and the date your bank will be refreshed. This is just a friendly reminder: if your UPT balance is depleted past zero and you have no paid personal time available or other approved leave options, as described in the attendance policy, termination of employment will occur. So, please make sure you track your UPT balance and manage your time. If you have questions or need help, just ask!

Communication History

The following is a summary of your unpaid personal time feedback:

Level	Count	Most Recent
Notice	4	May 02, 2018, 12:00:00 AM

Details of Current Incident/Specific Concerns

We value you as a team member and appreciate the effort you give to ensure we are the Earth's most customer centric company! As an owner, we want you to be successful. You start your employment with a bank of Unpaid Personal Time (UPT), in addition to paid vacation and personal time. Your UPT bank is refreshed with an additional 20 hours each quarter (up to a maximum of 80 hours). This conversation is to make sure you know where you stand with your bank of UPT and the date your bank will be refreshed. Your next 20-hour allotment of UPT will be deposited into your UPT bank on: **July 01, 2018**, Current UPT Balance is **12**, As of: **June 18, 2018**

Associate Comments

Associate Signature: Acknowledged by [REDACTED] (BadgeID: [REDACTED])

Date: June 18, 2018, 4:50:32 AM

Manager Signature: Acknowledged by Wilson,Emma (BadgeID: 12371848)

Date: June 18, 2018, 4:50:32 AM

CONFIDENTIAL**AMZ-BRY002357**

CONFIDENTIAL

Acknowledged by associate on May 10, 2018, 5:21:35 PM - Delivered by Wilson,Emma (emmwils)

Supportive Feedback Document Unpaid Personal Time - Notice



Associate Name: [REDACTED]
Manager Name: Wilson,Emma (NL4-1830)
Created On: May 10, 2018, 5:21:35 PM

Summary

We value you as a team member and appreciate the effort you give to ensure we are the Earth's most customer centric company! As an owner, we want you to be successful. You start your employment with a bank of Unpaid Personal Time (UPT), in addition to paid vacation and personal time. Your UPT bank is refreshed with an additional 20 hours each quarter (up to a maximum of 80 hours). This conversation is to make sure you know where you stand with your bank of UPT and the date your bank will be refreshed. This is just a friendly reminder: if your UPT balance is depleted past zero and you have no paid personal time available or other approved leave options, as described in the attendance policy, termination of employment will occur. So, please make sure you track your UPT balance and manage your time. If you have questions or need help, just ask!

Communication History

The following is a summary of your unpaid personal time feedback:

Level	Count	Most Recent
Notice	3	April 10, 2018, 12:00:00 AM

Details of Current Incident/Specific Concerns

We value you as a team member and appreciate the effort you give to ensure we are the Earth's most customer centric company! As an owner, we want you to be successful. You start your employment with a bank of Unpaid Personal Time (UPT), in addition to paid vacation and personal time. Your UPT bank is refreshed with an additional 20 hours each quarter (up to a maximum of 80 hours). This conversation is to make sure you know where you stand with your bank of UPT and the date your bank will be refreshed. Your next 20-hour allotment of UPT will be deposited into your UPT bank on: **July 01, 2018**, Current UPT Balance is **14**, As of: **May 02, 2018**

Associate Comments

Associate Signature: Acknowledged by [REDACTED] (BadgeID: [REDACTED])

Date: May 10, 2018, 5:21:35 PM

Manager Signature: Acknowledged by Wilson,Emma (BadgeID: 12371848)

Date: May 10, 2018, 5:21:35 PM

CONFIDENTIAL**AMZ-BRY002358**

CONFIDENTIAL

Acknowledged by associate on April 10, 2018, 7:18:36 PM - Delivered by Ming,Shawn (shawming)

Supportive Feedback Document Unpaid Personal Time - Notice



Associate Name: [REDACTED]
Manager Name: Wilson,Emma (NL4-1830)
Created On: April 10, 2018, 7:18:36 PM

Summary

We value you as a team member and appreciate the effort you give to ensure we are the Earth's most customer centric company! As an owner, we want you to be successful. You start your employment with a bank of Unpaid Personal Time (UPT), in addition to paid vacation and personal time. Your UPT bank is refreshed with an additional 20 hours each quarter (up to a maximum of 80 hours). This conversation is to make sure you know where you stand with your bank of UPT and the date your bank will be refreshed. This is just a friendly reminder: if your UPT balance is depleted past zero and you have no paid personal time available or other approved leave options, as described in the attendance policy, termination of employment will occur. So, please make sure you track your UPT balance and manage your time. If you have questions or need help, just ask!

Communication History

The following is a summary of your unpaid personal time feedback:

Level	Count	Most Recent
Notice	2	January 16, 2018, 12:00:00 AM

Details of Current Incident/Specific Concerns

We value you as a team member and appreciate the effort you give to ensure we are the Earth's most customer centric company! As an owner, we want you to be successful. You start your employment with a bank of Unpaid Personal Time (UPT), in addition to paid vacation and personal time. Your UPT bank is refreshed with an additional 20 hours each quarter (up to a maximum of 80 hours). This conversation is to make sure you know where you stand with your bank of UPT and the date your bank will be refreshed. Your next 20-hour allotment of UPT will be deposited into your UPT bank on: **July 01, 2018**, Current UPT Balance is **13**, As of: **April 10, 2018**

Associate Comments

Associate Signature: Acknowledged by [REDACTED] (BadgeID: [REDACTED])

Date: April 10, 2018, 7:18:36 PM

Manager Signature: Acknowledged by Ming,Shawn (BadgeID: 11353910)

Date: April 10, 2018, 7:18:36 PM

CONFIDENTIAL**AMZ-BRY002359**

CONFIDENTIAL

Acknowledged by associate on January 17, 2018, 4:06:07 AM - Delivered by Wilson,Emma (emmwils)

Supportive Feedback Document Unpaid Personal Time - Notice



Associate Name: [REDACTED]
Manager Name: Wilson,Emma (NL4-1830)
Created On: January 17, 2018, 4:06:07 AM

Summary

We value you as a team member and appreciate the effort you give to ensure we are the Earth's most customer centric company! As an owner, we want you to be successful. You start your employment with a bank of Unpaid Personal Time (UPT), in addition to paid vacation and personal time. Your UPT bank is refreshed with an additional 20 hours each quarter (up to a maximum of 80 hours). This conversation is to make sure you know where you stand with your bank of UPT and the date your bank will be refreshed. This is just a friendly reminder: if your UPT balance is depleted past zero and you have no paid personal time available or other approved leave options, as described in the attendance policy, termination of employment will occur. So, please make sure you track your UPT balance and manage your time. If you have questions or need help, just ask!

Communication History

The following is a summary of your unpaid personal time feedback:

Level	Count	Most Recent
Notice	1	September 18, 2017, 12:00:00 AM

Details of Current Incident/Specific Concerns

We value you as a team member and appreciate the effort you give to ensure we are the Earth's most customer centric company! As an owner, we want you to be successful. You start your employment with a bank of Unpaid Personal Time (UPT), in addition to paid vacation and personal time. Your UPT bank is refreshed with an additional 20 hours each quarter (up to a maximum of 80 hours). This conversation is to make sure you know where you stand with your bank of UPT and the date your bank will be refreshed. Your next 20-hour allotment of UPT will be deposited into your UPT bank on: **April 01, 2018**, Current UPT Balance is **15**, As of: **January 17, 2018**

Associate Comments

Associate Signature: Acknowledged by [REDACTED] (BadgeID: [REDACTED])

Date: January 17, 2018, 4:06:07 AM

Manager Signature: Acknowledged by Wilson,Emma (BadgeID: 12371848)

Date: January 17, 2018, 4:06:07 AM

CONFIDENTIAL**AMZ-BRY002360**

CONFIDENTIAL

Acknowledged by associate on September 24, 2017, 9:10:33 PM - Delivered by Wilson,Emma (emmwils)

Supportive Feedback Document Unpaid Personal Time - Notice



Associate Name: [REDACTED]
Manager Name: San Martino, Delaney (NL4-1830)
Created On: September 24, 2017, 9:10:33 PM

Summary

We value you as a team member and appreciate the effort you give to ensure we are the Earth's most customer centric company! As an owner, we want you to be successful. You start your employment with a bank of Unpaid Personal Time (UPT), in addition to paid vacation and personal time. Your UPT bank is refreshed with an additional 20 hours each quarter (up to a maximum of 80 hours). This conversation is to make sure you know where you stand with your bank of UPT and the date your bank will be refreshed. This is just a friendly reminder: if your UPT balance is depleted past zero and you have no paid personal time available or other approved leave options, as described in the attendance policy, termination of employment will occur. So, please make sure you track your UPT balance and manage your time. If you have questions or need help, just ask!

Communication History

The following is a summary of your unpaid personal time feedback:

Level	Count	Most Recent
Notice	2	December 20, 2016, 12:00:00 AM

Details of Current Incident/Specific Concerns

We value you as a team member and appreciate the effort you give to ensure we are the Earth's most customer centric company! As an owner, we want you to be successful. You start your employment with a bank of Unpaid Personal Time (UPT), in addition to paid vacation and personal time. Your UPT bank is refreshed with an additional 20 hours each quarter (up to a maximum of 80 hours). This conversation is to make sure you know where you stand with your bank of UPT and the date your bank will be refreshed. Your next 20-hour allotment of UPT will be deposited into your UPT bank on: **October 01, 2017**, Current UPT Balance is **13**, As of: **September 19, 2017**

Associate Comments

Associate Signature: Acknowledged by [REDACTED] (BadgelID: [REDACTED])

Date: September 24, 2017, 9:10:33 PM

Manager Signature: Acknowledged by Wilson, Emma (BadgelID: 12371848)

Date: September 24, 2017, 9:10:33 PM

CONFIDENTIAL**AMZ-BRY002361**

CONFIDENTIAL

Acknowledged by associate on December 28, 2016, 6:07:53 PM - Delivered by Wilmington,Stephen A. (wilmington)

Supportive Feedback Document Unpaid Personal Time - Notice



Associate Name: [REDACTED] ([REDACTED])
Manager Name: Wilmington,Stephen A. (NL4-1830)
Created On: December 28, 2016, 6:07:53 PM

Summary

We value you as a team member and appreciate the effort you give to ensure we are the Earth's most customer centric company! As an owner, we want you to be successful. Each fulltime associate starts out with a bank of 40 of Unpaid Personal Time (UPT), in addition to paid vacation and personal time. Your UPT bank is refreshed with an additional 20 hours each quarter (up to a maximum of 80 hours). This conversation is to make sure you know where you stand with your bank of UPT and the date your bank will be refreshed. This is just a friendly reminder: if your UPT balance is depleted past zero and you have no paid personal time available or other approved leave options, as described in the attendance policy, termination of employment will occur. So, please make sure you track your UPT balance and manage your time. If you have questions or need help, just ask!

Communication History

The following is a summary of your unpaid personal time feedback:

Level	Count	Most Recent
Notice	4	November 08, 2016, 12:00:00 AM

Details of Current Incident/Specific Concerns

We value you as a team member and appreciate the effort you give to ensure we are the Earth's most customer centric company! As an owner, we want you to be successful. Each fulltime associate starts out with a bank of 40 of Unpaid Personal Time (UPT), in addition to paid vacation and personal time. Your UPT bank is refreshed with an additional 20 hours each quarter (up to a maximum of 80 hours). This conversation is to make sure you know where you stand with your bank of UPT and the date your bank will be refreshed. Your next 20-hour allotment of UPT will be deposited into your UPT bank on: **January 01, 2017**, Current UPT Balance is 7, As of: **December 21, 2016**

Associate Comments

Associate Signature: Acknowledged by [REDACTED] (BadgeID: [REDACTED])

Date: December 28, 2016, 6:07:53 PM

Manager Signature: Acknowledged by Wilmington,Stephen A. (BadgeID: 11353920)

Date: December 28, 2016, 6:07:53 PM

CONFIDENTIAL**AMZ-BRY002362**

CONFIDENTIAL

Acknowledged by associate on November 09, 2016, 12:35:12 AM - Delivered by Wilmington,Stephen A. (wilmington)

Supportive Feedback Document Unpaid Personal Time - Notice



Associate Name: [REDACTED] ([REDACTED])
Manager Name: Wilmington,Stephen A. (NL4-1830)
Created On: November 09, 2016, 12:35:12 AM

Summary

We value you as a team member and appreciate the effort you give to ensure we are the Earth's most customer centric company! As an owner, we want you to be successful. Each fulltime associate starts out with a bank of 40 of Unpaid Personal Time (UPT), in addition to paid vacation and personal time. Your UPT bank is refreshed with an additional 20 hours each quarter (up to a maximum of 80 hours). This conversation is to make sure you know where you stand with your bank of UPT and the date your bank will be refreshed. This is just a friendly reminder: if your UPT balance is depleted past zero and you have no paid personal time available or other approved leave options, as described in the attendance policy, termination of employment will occur. So, please make sure you track your UPT balance and manage your time. If you have questions or need help, just ask!

Communication History

The following is a summary of your unpaid personal time feedback:

Level	Count	Most Recent
Notice	3	September 13, 2016, 12:00:00 AM

Details of Current Incident/Specific Concerns

We value you as a team member and appreciate the effort you give to ensure we are the Earth's most customer centric company! As an owner, we want you to be successful. Each fulltime associate starts out with a bank of 40 of Unpaid Personal Time (UPT), in addition to paid vacation and personal time. Your UPT bank is refreshed with an additional 20 hours each quarter (up to a maximum of 80 hours). This conversation is to make sure you know where you stand with your bank of UPT and the date your bank will be refreshed. Your next 20-hour allotment of UPT will be deposited into your UPT bank on: **January 01, 2017**, Current UPT Balance is **13**, As of: **November 09, 2016**

Associate Comments

Associate Signature: Acknowledged by [REDACTED] (BadgeID: [REDACTED])

Date: November 09, 2016, 12:35:12 AM

Manager Signature: Acknowledged by Wilmington,Stephen A. (BadgeID: 11353920)

Date: November 09, 2016, 12:35:12 AM

CONFIDENTIAL**AMZ-BRY002363**

CONFIDENTIAL

Acknowledged by associate on Sep 13, 2016 7:32:17 PM - Delivered by Babatunde,Oluwakonyinsola Alexander (oluwakob)

Supportive Feedback Document Unpaid Personal Time - Notice



Associate Name: [REDACTED] ([REDACTED])
Manager Name: Wilmington, Stephen A. (NL4-1830)
Created On: Sep 13, 2016 7:32:17 PM

Summary

We value you as a team member and appreciate the effort you give to ensure we are the Earth's most customer centric company! As an owner, we want you to be successful. Each fulltime associate starts out with a bank of 40 of Unpaid Personal Time (UPT), in addition to paid vacation and personal time. Your UPT bank is refreshed with an additional 20 hours each quarter (up to a maximum of 80 hours). This conversation is to make sure you know where you stand with your bank of UPT and the date your bank will be refreshed. This is just a friendly reminder: if your UPT balance is depleted past zero and you have no paid personal time available or other approved leave options, as described in the attendance policy, termination of employment will occur. So, please make sure you track your UPT balance and manage your time. If you have questions or need help, just ask!

Communication History

Below is a summary of your Unpaid Personal Time communications

Level	Count	Most Recent
Notice	2	Apr 5, 2016 12:00:00 AM

Details of Current Incident/Specific Concerns

We value you as a team member and appreciate the effort you give to ensure we are the Earth's most customer centric company! As an owner, we want you to be successful. Each fulltime associate starts out with a bank of 40 of Unpaid Personal Time (UPT), in addition to paid vacation and personal time. Your UPT bank is refreshed with an additional 20 hours each quarter (up to a maximum of 80 hours). This conversation is to make sure you know where you stand with your bank of UPT and the date your bank will be refreshed. Your next 20-hour allotment of UPT will be deposited into your UPT bank on: **Oct 1, 2016**, Current UPT Balance is 8, As of: **Sep 13, 2016**

Associate Comments

Associate Signature: Acknowledged by [REDACTED] (BadgeID: [REDACTED])

Date: Sep 13, 2016 7:32:17 PM

Manager Signature: Acknowledged by Babatunde,Oluwakonyinsola Alexander (BadgeID: 11364900)

Date: Sep 13, 2016 7:32:17 PM

CONFIDENTIAL**AMZ-BRY002364**

CONFIDENTIAL

Acknowledged by associate on Apr 9, 2016 9:40:25 PM - Delivered by Nguyen,Deborah Hang (debnguye)

Supportive Feedback Document Unpaid Personal Time - Notice



Associate Name: [REDACTED] ([REDACTED])
Manager Name: Nguyen,Deborah Hang (NL4-1830)
Created On: Apr 9, 2016 9:40:25 PM

Summary

We value you as a team member and appreciate the effort you give to ensure we are the Earth's most customer centric company! As an owner, we want you to be successful. Each fulltime associate starts out with a bank of 40 of Unpaid Personal Time (UPT), in addition to paid vacation and personal time. Your UPT bank is refreshed with an additional 20 hours each quarter (up to a maximum of 80 hours). This conversation is to make sure you know where you stand with your bank of UPT and the date your bank will be refreshed. This is just a friendly reminder: if your UPT balance is depleted past zero and you have no paid personal time available or other approved leave options, as described in the attendance policy, termination of employment will occur. So, please make sure you track your UPT balance and manage your time. If you have questions or need help, just ask!

Communication History

Below is a summary of your Attendance communications

Level	Count	Most Recent
Notice	1	Feb 4, 2016 12:00:00 AM

Details of Current Incident/Specific Concerns

We value you as a team member and appreciate the effort you give to ensure we are the Earth's most customer centric company! As an owner, we want you to be successful. Each fulltime associate starts out with a bank of 40 of Unpaid Personal Time (UPT), in addition to paid vacation and personal time. Your UPT bank is refreshed with an additional 20 hours each quarter (up to a maximum of 80 hours). This conversation is to make sure you know where you stand with your bank of UPT and the date your bank will be refreshed. Your next 20-hour allotment of UPT will be deposited into your UPT bank on: **Jul 1, 2016**, Current UPT Balance is **15**, As of: **Apr 9, 2016**

Associate Comments

Associate Signature: Acknowledged by [REDACTED] (BadgeID: [REDACTED])

Date: Apr 9, 2016 9:40:25 PM

Manager Signature: Acknowledged by Nguyen,Deborah Hang (BadgeID: 11353905)

Date: Apr 9, 2016 9:40:25 PM

CONFIDENTIAL**AMZ-BRY002365**

CONFIDENTIAL

Acknowledged by associate on Feb 8, 2016 7:43:45 PM - Delivered by Powell,Misha (mishap)

Supportive Feedback Document Unpaid Personal Time - Notice

**Associate Name:** [REDACTED] ([REDACTED])**Manager Name:** Powell,Misha (NL4-1830)**Created On:** Feb 8, 2016 7:43:45 PM

Summary

We value you as a team member and appreciate the effort you give to ensure we are the Earth's most customer centric company! As an owner, we want you to be successful. Each fulltime associate starts out with a bank of 40 of Unpaid Personal Time (UPT), in addition to paid vacation and personal time. Your UPT bank is refreshed with an additional 20 hours each quarter (up to a maximum of 80 hours). This conversation is to make sure you know where you stand with your bank of UPT and the date your bank will be refreshed. This is just a friendly reminder: if your UPT balance is depleted past zero and you have no paid personal time available or other approved leave options, as described in the attendance policy, termination of employment will occur. So, please make sure you track your UPT balance and manage your time. If you have questions or need help, just ask!

Communication History

Below is a summary of your Attendance communications

Level	Count	Most Recent
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Details of Current Incident/Specific Concerns

We value you as a team member and appreciate the effort you give to ensure we are the Earth's most customer centric company! As an owner, we want you to be successful. Each fulltime associate starts out with a bank of 40 of Unpaid Personal Time (UPT), in addition to paid vacation and personal time. Your UPT bank is refreshed with an additional 20 hours each quarter (up to a maximum of 80 hours). This conversation is to make sure you know where you stand with your bank of UPT and the date your bank will be refreshed. Your next 20-hour allotment of UPT will be deposited into your UPT bank on: **Apr 1, 2016**, Current UPT Balance is **2**, As of: **Feb 4, 2016**

Associate Comments

Associate Signature: Acknowledged by [REDACTED] ([REDACTED]) (BadgeID: [REDACTED])**Date:** Feb 8, 2016 7:43:45 PM**Manager Signature:** Acknowledged by Powell,Misha (BadgeID: 0037967)**Date:** Feb 8, 2016 7:43:45 PM**CONFIDENTIAL****AMZ-BRY002366**

CONFIDENTIAL

Acknowledged by associate on April 29, 2019, 7:41:04 PM - Delivered by Ramrattan,Courtney (ramrattc)

Supportive Feedback Document Unpaid Personal Time - Notice



Associate Name: [REDACTED]
Manager Name: Komis,Eduard (NL4-1830)
Created On: April 29, 2019, 7:41:04 PM

Summary

We value you as a team member and appreciate the effort you give to ensure we are the Earth's most customer centric company! As an owner, we want you to be successful. You start your employment with a bank of Unpaid Personal Time (UPT), in addition to paid vacation and personal time. Your UPT bank is refreshed with an additional 20 hours each quarter (up to a maximum of 80 hours). This conversation is to make sure you know where you stand with your bank of UPT and the date your bank will be refreshed. This is just a friendly reminder: if your UPT balance is depleted past zero and you have no paid personal time available or other approved leave options, as described in the attendance policy, termination of employment will occur. So, please make sure you track your UPT balance and manage your time. If you have questions or need help, just ask!

Communication History

The following is a summary of your unpaid personal time feedback:

Level	Count	Most Recent
Notice	5	January 10, 2019, 12:00:00 AM

Details of Current Incident/Specific Concerns

We value you as a team member and appreciate the effort you give to ensure we are the Earth's most customer centric company! As an owner, we want you to be successful. You start your employment with a bank of Unpaid Personal Time (UPT), in addition to paid vacation and personal time. Your UPT bank is refreshed with an additional 20 hours each quarter (up to a maximum of 80 hours). This conversation is to make sure you know where you stand with your bank of UPT and the date your bank will be refreshed. Your next 20-hour allotment of UPT will be deposited into your UPT bank on: **July 01, 2019**, Current UPT Balance is **0**, As of: **April 24, 2019**

Associate Comments

Associate Signature: Acknowledged by [REDACTED] (BadgeID: [REDACTED])

Date: April 29, 2019, 7:41:04 PM

Manager Signature: Acknowledged by Ramrattan,Courtney (BadgeID: 12126509)

Date: April 29, 2019, 7:41:04 PM

CONFIDENTIAL**AMZ-BRY002367**

CONFIDENTIAL

Acknowledged by associate on May 13, 2019, 9:35:55 PM - Delivered by Ramrattan,Courtney (ramrattc)

Supportive Feedback Document Behavioral - Documented Coaching



Associate Name: [REDACTED]
Manager Name: Ramrattan,Courtney (NL4-1830)
Created On: May 13, 2019, 9:35:55 PM

Summary

Your recent job performance is not meeting Behavioral expectations. Meeting performance standards is a critical component of your job. This document provides specific details about your performance and how you are not meeting expectations. In addition, this document describes the steps you and your manager will take to assist you in improving your performance. As a part of this conversation we are interested in understanding what barriers you think need to be removed, or what improvements can be made which would potentially assist you in improving your performance.

Communication History

The following is a summary of your behavioral feedback:

Level	Count	Most Recent
Documented Positive	1	June 06, 2018, 8:46:01 PM
Final Written	1	March 20, 2019, 1:15:33 AM

Details of Current Incident/Specific Concerns

On 3/11/19 at approximately 3:15am you told an AA to tell your manager to suck your dick. During your STU you stated, "I do not talk in those words. I have no issues with him." The following feedback pertains to Amazon's Standards of Conduct as a Category 2 violation of the Standards of Conduct. The policy classifies abusive, vulgar, or harassing language to a supervisor, fellow associate, or vendor as a Category 2 violation of the Standards of Conduct.

Areas of Improvement Required by Associate

The Standards of Conduct strive to establish a collaborative, non-hostile work environment. The acts of inappropriate behavior creates a hostile atmosphere and may offend others. You are expected to be in compliance with the Standards of Conduct policy at all times while working in the Fulfillment Center. Continued violation of this policy may result in further corrective action, up to and including termination.

Associate Comments

Associate Signature: Acknowledged by [REDACTED] (BadgeID: [REDACTED])

Date: May 13, 2019, 9:35:55 PM

Manager Signature: Acknowledged by Ramrattan,Courtney (BadgeID: 12126509)

Date: May 13, 2019, 9:35:55 PM

CONFIDENTIAL**AMZ-BRY002368**

CONFIDENTIAL

Refused to sign by associate on April 16, 2019, 8:43:10 PM - Delivered by Ramrattan,Courtney (ramrattc)

Supportive Feedback Document Behavioral - Final Written



Associate Name: [REDACTED]
Manager Name: Krohne,Dina (NL4-1830)
Created On: April 16, 2019, 8:43:10 PM

Summary

Your recent job performance is not meeting Behavioral expectations. Meeting performance standards is a critical component of your job. This document provides specific details about your performance and how you are not meeting expectations. In addition, this document describes the steps you and your manager will take to assist you in improving your performance. As a part of this conversation we are interested in understanding what barriers you think need to be removed, or what improvements can be made which would potentially assist you in improving your performance.

Communication History

The following is a summary of your behavioral feedback:

Level	Count	Most Recent
Documented Positive	1	June 06, 2018, 8:46:01 PM

Details of Current Incident/Specific Concerns

On 3/11/19 at approximately 3:15am you told an AA to tell your manager to suck your dick. During your STU you stated, "I do not talk in those words. I have no issues with him." The following feedback pertains to Amazon's Standards of Conduct as a Category 2 violation of the Standards of Conduct. The policy classifies abusive, vulgar, or harassing language to a supervisor, fellow associate, or vendor as a Category 2 violation of the Standards of Conduct.

Areas of Improvement Required by Associate

The Standards of Conduct strive to establish a collaborative, non-hostile work environment. The acts of inappropriate behavior creates a hostile atmosphere and may offend others. You are expected to be in compliance with the Standards of Conduct policy at all times while working in the Fulfillment Center. Continued violation of this policy may result in further corrective action, up to and including termination.

Associate Comments

I acknowledge that I have been informed of my right to appeal this feedback if I meet all eligibility requirements defined by the Appeals Policy, and that I know where to obtain an appeals packet.

Associate Signature: [REDACTED] REFUSED TO SIGN

Date: April 16, 2019, 8:43:10 PM

Manager Signature: Acknowledged by Ramrattan,Courtney (BadgeID: 12126509)

Date: April 16, 2019, 8:43:10 PM

CONFIDENTIAL**AMZ-BRY002369**

CONFIDENTIAL

Acknowledged by associate on June 11, 2018, 2:06:16 AM - Delivered by Wilson,Emma (emmwils)

Supportive Feedback Document Behavioral - Documented Positive

**Associate Name:** [REDACTED]**Manager Name:** Wilson,Emma (NL4-1830)**Created On:** June 11, 2018, 2:06:16 AM

Summary

Your recent job performance has met or exceeded Behavioral expectations. Your manager and Amazon.com would like to take a moment to recognize your performance and thank you for your hard work.

Communication History

The following is a summary of your behavioral feedback:

Level	Count	Most Recent
Documented Coaching	1	August 07, 2017, 10:52:00 AM

Details of Current Incident/Specific Concerns

"What is a free replacement concession? Free replacements are shipments sent to customers that had a negative experience, either with a missing or damaged item in their original order. Extensive research by the Customer Service team allows us to identify the Root Cause and the Associate responsible for free replacement concessions. There are currently no SQPR Quality Policies for pack although concessions directly influence customer experience and are very expensive to our business. The free replacements discovered by Amazon Customer Experience allows us to provide Supportive Quality Performance Feedback to associates. Defect Type: [REDACTED] # of Defects [REDACTED] DPMO: [REDACTED] Total Number Of Units: [REDACTED] Exceptions: [REDACTED] DPMO --> Term [REDACTED] [REDACTED]: First Written Warning "

Associate Comments

Associate Signature: Acknowledged by [REDACTED] (BadgelD: [REDACTED])**Date:** June 11, 2018, 2:06:16 AM**Manager Signature:** Acknowledged by Wilson,Emma (BadgelD: 12371848)**Date:** June 11, 2018, 2:06:16 AM**CONFIDENTIAL****AMZ-BRY002370**

CONFIDENTIAL

Acknowledged by associate on August 08, 2017, 8:18:11 PM - Delivered by San Martino, Delaney (madelane)

Supportive Feedback Document Behavioral - Documented Coaching

amazon.com

Associate Name: [REDACTED]**Manager Name:** San Martino, Delaney (NL4-1830)**Created On:** August 08, 2017, 8:18:11 PM

Summary

Your recent job performance is not meeting Behavioral expectations. Meeting performance standards is a critical component of your job. This document provides specific details about your performance and how you are not meeting expectations. In addition, this document describes the steps you and your manager will take to assist you in improving your performance. As a part of this conversation we are interested in understanding what barriers you think need to be removed, or what improvements can be made which would potentially assist you in improving your performance.

Communication History

The following is a summary of your behavioral feedback:

Level	Count	Most Recent
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Details of Current Incident/Specific Concerns

The following feedback pertains to Amazon's Standards of Conduct policy. For week of 7/30 you worked 61.07 hours. At Amazon.com we are committed to providing a workplace where all associate's well-being are of the utmost importance. NACF Human Resources has put scheduling guidelines in place to help us manage this commitment. Associates will not be asked to nor may they voluntarily work more than 60 hours per workweek, more than 12 hours per day, or more than six consecutive days in a row, regardless of shift.

Areas of Improvement Required by Associate

For hourly associates you must manage your time accordingly to abide with this policy. Immediate improvement is required. If you have any questions about what constitutes appropriate behavior, please reach out to your manager or Human Resources. Please note that If an associate receives 2 finals or a total of 6 documented counseling write-ups in a rolling 12 months, their employment will end. Further violations may result in corrective action, up to and including termination.

Associate Comments

Associate Signature: Acknowledged by [REDACTED] (BadgeID: [REDACTED])**Date:** August 08, 2017, 8:18:11 PM**Manager Signature:** Acknowledged by San Martino, Delaney (BadgeID: 11364877)**Date:** August 08, 2017, 8:18:11 PM**CONFIDENTIAL****AMZ-BRY002371**

CONFIDENTIAL

Acknowledged by associate on May 29, 2016 7:49:57 PM - Delivered by Powell,Misha (mishap)

Supportive Feedback Document Behavioral - Documented Coaching



Associate Name: [REDACTED] ([REDACTED])
Manager Name: Nguyen, Deborah Hang (NL4-1830)
Created On: May 29, 2016 7:49:57 PM

Summary

Your recent job performance is not meeting Behavioral expectations. Meeting performance standards is a critical component of your job. This document provides specific details about your performance and how you are not meeting expectations. In addition, this document describes the steps you and your manager will take to assist you in improving your performance. As a part of this conversation we are interested in understanding what barriers you think need to be removed, or what improvements can be made which would potentially assist you in improving your performance.

Communication History

Below is a summary of your Behavioral communications

Level	Count	Most Recent
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Details of Current Incident/Specific Concerns

Your recent time-on-task performance has fallen below behavioral expectations. On the shift starting [5/24/2016], you were observed to be off-task by [REDACTED]. These behaviors are violations of Amazon's Standards of Conduct and Attendance policy. "Failure to adhere to starting time, quitting time, or break time policies, or wasting time" is considered a Category 2 violation of the Standards of Conduct.

Areas of Improvement Required by Associate

Associate commitment to completing assigned tasks is critical in order to be Earth's most customer-centric company. As owners, we count on you to help achieve this mission. Your customers and teammates count on you to remain on task and complete your assigned job duties. For every scheduled ten hour shift, Amazon provides two 15 minute breaks, a 30 minute lunch period, two meetings at the start of shift and after lunch, and account for travel time between work areas. However, failure to adhere to start times, quitting times, or break time policies, as well as wasting time, will be addressed through performance management using coaching or corrective actions. This is a violation of the Amazon Standards of Conduct policy. It is important for you to understand that meeting task standards is a critical component of your job. Immediate improvement is expected. Please note that If an associate receives 2 finals or a total of 6 documented counseling write-ups in a rolling 12 months, their employment will end. Further Standard of Conduct violations may result in corrective action, up to and including termination.

Associate Comments

Associate Signature: Acknowledged by [REDACTED] (BadgeID: [REDACTED])

Date: May 29, 2016 7:49:57 PM

Manager Signature: Acknowledged by Powell,Misha (BadgeID: 0037967)

Date: May 29, 2016 7:49:57 PM

CONFIDENTIAL**AMZ-BRY002372**

CONFIDENTIAL

Acknowledged by associate on July 24, 2019, 11:45:39 PM - Delivered by Ramrattan,Courtney (ramrattc)

Supportive Feedback Document Behavioral - Termination



Associate Name: [REDACTED]
Manager Name: Ramrattan,Courtney (NL4-1830)
Created On: July 24, 2019, 11:45:39 PM

Summary

Your recent job performance is not meeting Behavioral expectations. Meeting performance standards is a critical component of your job. This document provides specific details about your performance and how you are not meeting expectations.

Communication History

The following is a summary of your behavioral feedback:

Level	Count	Most Recent
Documented Coaching	1	March 20, 2019, 1:15:33 AM

Details of Current Incident/Specific Concerns

The following feedback pertains to Amazon's Standards of Conduct. The following work conduct infractions are regarded as extremely serious, and termination of employment may result following one offense: Making, publishing, or repeating knowingly or maliciously false statements concerning an associate, the company, or its products; Falsification of personnel or other company documents/records, including employment application; Intentionally making entries on another associate's time card/sheet, or falsely altering a timekeeping document; and Leaving company premises without permission during assigned work hours (unpaid meal periods are not "work hours" for purposes of this policy). On July 24, 2019 you stated during the month of February, 2019 your sister passed away however, you took bereavement March 16- 19, 2019. When asked if any other bereavement was taken in 2019 you stated you did not have any other bereavement however you did request and take bereavement in January 12-19, 2019.

Areas of Improvement Required by Associate

Amazon's Standards of Conduct specifically prohibits the falsification of personnel or other company documents/records/time cards. You are expected to be in compliance with the Standards of Conduct policy at all times while working in the Fulfillment Center. At this time, based on your violation of Amazon's Standards of Conduct and behavioral expectations, your employment will end effective immediately.

Associate Comments

I acknowledge that I have been informed of my right to appeal this feedback if I meet all eligibility requirements defined by the Appeals Policy, and that I know where to obtain an appeals packet.

Associate Signature: Acknowledged by [REDACTED] (BadgeID: [REDACTED])

Date: July 24, 2019, 11:45:39 PM

Manager Signature: Acknowledged by Ramrattan,Courtney (BadgeID: 12126509)

Date: July 24, 2019, 11:45:39 PM

CONFIDENTIAL**AMZ-BRY002373**

CONFIDENTIAL

Acknowledged by associate on May 13, 2019, 9:35:55 PM - Delivered by Ramrattan,Courtney (ramrattc)

Supportive Feedback Document Behavioral - Documented Coaching



Associate Name: [REDACTED]
Manager Name: Ramrattan,Courtney (NL4-1830)
Created On: May 13, 2019, 9:35:55 PM

Summary

Your recent job performance is not meeting Behavioral expectations. Meeting performance standards is a critical component of your job. This document provides specific details about your performance and how you are not meeting expectations. In addition, this document describes the steps you and your manager will take to assist you in improving your performance. As a part of this conversation we are interested in understanding what barriers you think need to be removed, or what improvements can be made which would potentially assist you in improving your performance.

Communication History

The following is a summary of your behavioral feedback:

Level	Count	Most Recent
Documented Positive	1	June 06, 2018, 8:46:01 PM
Final Written	1	March 20, 2019, 1:15:33 AM

Details of Current Incident/Specific Concerns

On 3/11/19 at approximately 3:15am you told an AA to tell your manager to suck your dick. During your STU you stated, "I do not talk in those words. I have no issues with him." The following feedback pertains to Amazon's Standards of Conduct as a Category 2 violation of the Standards of Conduct. The policy classifies abusive, vulgar, or harassing language to a supervisor, fellow associate, or vendor as a Category 2 violation of the Standards of Conduct.

Areas of Improvement Required by Associate

The Standards of Conduct strive to establish a collaborative, non-hostile work environment. The acts of inappropriate behavior creates a hostile atmosphere and may offend others. You are expected to be in compliance with the Standards of Conduct policy at all times while working in the Fulfillment Center. Continued violation of this policy may result in further corrective action, up to and including termination.

Associate Comments

Associate Signature: Acknowledged by [REDACTED] (BadgeID: [REDACTED])

Date: May 13, 2019, 9:35:55 PM

Manager Signature: Acknowledged by Ramrattan,Courtney (BadgeID: 12126509)

Date: May 13, 2019, 9:35:55 PM

CONFIDENTIAL**AMZ-BRY002374**

CONFIDENTIAL

Refused to sign by associate on April 16, 2019, 8:43:10 PM - Delivered by Ramrattan,Courtney (ramrattc)

Supportive Feedback Document Behavioral - Final Written



Associate Name: [REDACTED]
Manager Name: Krohne,Dina (NL4-1830)
Created On: April 16, 2019, 8:43:10 PM

Summary

Your recent job performance is not meeting Behavioral expectations. Meeting performance standards is a critical component of your job. This document provides specific details about your performance and how you are not meeting expectations. In addition, this document describes the steps you and your manager will take to assist you in improving your performance. As a part of this conversation we are interested in understanding what barriers you think need to be removed, or what improvements can be made which would potentially assist you in improving your performance.

Communication History

The following is a summary of your behavioral feedback:

Level	Count	Most Recent
Documented Positive	1	June 06, 2018, 8:46:01 PM

Details of Current Incident/Specific Concerns

On 3/11/19 at approximately 3:15am you told an AA to tell your manager to suck your dick. During your STU you stated, "I do not talk in those words. I have no issues with him." The following feedback pertains to Amazon's Standards of Conduct as a Category 2 violation of the Standards of Conduct. The policy classifies abusive, vulgar, or harassing language to a supervisor, fellow associate, or vendor as a Category 2 violation of the Standards of Conduct.

Areas of Improvement Required by Associate

The Standards of Conduct strive to establish a collaborative, non-hostile work environment. The acts of inappropriate behavior creates a hostile atmosphere and may offend others. You are expected to be in compliance with the Standards of Conduct policy at all times while working in the Fulfillment Center. Continued violation of this policy may result in further corrective action, up to and including termination.

Associate Comments

I acknowledge that I have been informed of my right to appeal this feedback if I meet all eligibility requirements defined by the Appeals Policy, and that I know where to obtain an appeals packet.

Associate Signature: [REDACTED] REFUSED TO SIGN

Date: April 16, 2019, 8:43:10 PM

Manager Signature: Acknowledged by Ramrattan,Courtney (BadgeID: 12126509)

Date: April 16, 2019, 8:43:10 PM

CONFIDENTIAL**AMZ-BRY002375**

CONFIDENTIAL

Acknowledged by associate on June 11, 2018, 2:06:16 AM - Delivered by Wilson,Emma (emmwils)

Supportive Feedback Document Behavioral - Documented Positive



Associate Name: [REDACTED]
Manager Name: Wilson,Emma (NL4-1830)
Created On: June 11, 2018, 2:06:16 AM

Summary

Your recent job performance has met or exceeded Behavioral expectations. Your manager and Amazon.com would like to take a moment to recognize your performance and thank you for your hard work.

Communication History

The following is a summary of your behavioral feedback:

Level	Count	Most Recent
Documented Coaching	1	August 07, 2017, 10:52:00 AM

Details of Current Incident/Specific Concerns

"What is a free replacement concession? Free replacements are shipments sent to customers that had a negative experience, either with a missing or damaged item in their original order. Extensive research by the Customer Service team allows us to identify the Root Cause and the Associate responsible for free replacement concessions. There are currently no SQPR Quality Policies for pack although concessions directly influence customer experience and are very expensive to our business. The free replacements discovered by Amazon Customer Experience allows us to provide Supportive Quality Performance Feedback to associates. Defect Type: [REDACTED] # of Defects: [REDACTED] DPMO: [REDACTED] Total Number Of Units: [REDACTED] Exceptions: [REDACTED] DPMO --> Term [REDACTED] First Written Warning "

Associate Comments

Associate Signature: Acknowledged by [REDACTED] (BadgelD: [REDACTED])

Date: June 11, 2018, 2:06:16 AM

Manager Signature: Acknowledged by Wilson,Emma (BadgelD: 12371848)

Date: June 11, 2018, 2:06:16 AM

CONFIDENTIAL**AMZ-BRY002376**

CONFIDENTIAL

Acknowledged by associate on August 08, 2017, 8:18:11 PM - Delivered by San Martino, Delaney (madelane)

Supportive Feedback Document Behavioral - Documented Coaching



Associate Name: [REDACTED]
Manager Name: San Martino, Delaney (NL4-1830)
Created On: August 08, 2017, 8:18:11 PM

Summary

Your recent job performance is not meeting Behavioral expectations. Meeting performance standards is a critical component of your job. This document provides specific details about your performance and how you are not meeting expectations. In addition, this document describes the steps you and your manager will take to assist you in improving your performance. As a part of this conversation we are interested in understanding what barriers you think need to be removed, or what improvements can be made which would potentially assist you in improving your performance.

Communication History

The following is a summary of your behavioral feedback:

Level	Count	Most Recent
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Details of Current Incident/Specific Concerns

The following feedback pertains to Amazon's Standards of Conduct policy. For week of 7/30 you worked 61.07 hours. At Amazon.com we are committed to providing a workplace where all associate's well-being are of the utmost importance. NACF Human Resources has put scheduling guidelines in place to help us manage this commitment. Associates will not be asked to nor may they voluntarily work more than 60 hours per workweek, more than 12 hours per day, or more than six consecutive days in a row, regardless of shift.

Areas of Improvement Required by Associate

For hourly associates you must manage your time accordingly to abide with this policy. Immediate improvement is required. If you have any questions about what constitutes appropriate behavior, please reach out to your manager or Human Resources. Please note that If an associate receives 2 finals or a total of 6 documented counseling write-ups in a rolling 12 months, their employment will end. Further violations may result in corrective action, up to and including termination.

Associate Comments

Associate Signature: Acknowledged by [REDACTED] (BadgeID: [REDACTED])

Date: August 08, 2017, 8:18:11 PM

Manager Signature: Acknowledged by San Martino, Delaney (BadgeID: 11364877)

Date: August 08, 2017, 8:18:11 PM

CONFIDENTIAL**AMZ-BRY002377**

CONFIDENTIAL

Acknowledged by associate on May 29, 2016 7:49:57 PM - Delivered by Powell,Misha (mishap)

Supportive Feedback Document Behavioral - Documented Coaching

amazon.com

Associate Name: [REDACTED] ([REDACTED])
Manager Name: Nguyen, Deborah Hang (NL4-1830)
Created On: May 29, 2016 7:49:57 PM

Summary

Your recent job performance is not meeting Behavioral expectations. Meeting performance standards is a critical component of your job. This document provides specific details about your performance and how you are not meeting expectations. In addition, this document describes the steps you and your manager will take to assist you in improving your performance. As a part of this conversation we are interested in understanding what barriers you think need to be removed, or what improvements can be made which would potentially assist you in improving your performance.

Communication History

Below is a summary of your Behavioral communications

Level	Count	Most Recent
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Details of Current Incident/Specific Concerns

Your recent time-on-task performance has fallen below behavioral expectations. On the shift starting [5/24/2016], you were observed to be off-task by [REDACTED]. These behaviors are violations of Amazon's Standards of Conduct and Attendance policy. "Failure to adhere to starting time, quitting time, or break time policies, or wasting time" is considered a Category 2 violation of the Standards of Conduct.

Areas of Improvement Required by Associate

Associate commitment to completing assigned tasks is critical in order to be Earth's most customer-centric company. As owners, we count on you to help achieve this mission. Your customers and teammates count on you to remain on task and complete your assigned job duties. For every scheduled ten hour shift, Amazon provides two 15 minute breaks, a 30 minute lunch period, two meetings at the start of shift and after lunch, and account for travel time between work areas. However, failure to adhere to start times, quitting times, or break time policies, as well as wasting time, will be addressed through performance management using coaching or corrective actions. This is a violation of the Amazon Standards of Conduct policy. It is important for you to understand that meeting task standards is a critical component of your job. Immediate improvement is expected. Please note that If an associate receives 2 finals or a total of 6 documented counseling write-ups in a rolling 12 months, their employment will end. Further Standard of Conduct violations may result in corrective action, up to and including termination.

Associate Comments

Associate Signature: Acknowledged by [REDACTED] (BadgeID: [REDACTED])

Date: May 29, 2016 7:49:57 PM

Manager Signature: Acknowledged by Powell,Misha (BadgeID: 0037967)

Date: May 29, 2016 7:49:57 PM

CONFIDENTIAL

AMZ-BRY002378

CONFIDENTIAL

Acknowledged by associate on July 24, 2019, 11:45:39 PM - Delivered by Ramrattan,Courtney (ramrattc)

Supportive Feedback Document Behavioral - Termination



Associate Name: [REDACTED]
Manager Name: Ramrattan,Courtney (NL4-1830)
Created On: July 24, 2019, 11:45:39 PM

Summary

Your recent job performance is not meeting Behavioral expectations. Meeting performance standards is a critical component of your job. This document provides specific details about your performance and how you are not meeting expectations.

Communication History

The following is a summary of your behavioral feedback:

Level	Count	Most Recent
Documented Coaching	1	March 20, 2019, 1:15:33 AM

Details of Current Incident/Specific Concerns

The following feedback pertains to Amazon's Standards of Conduct. The following work conduct infractions are regarded as extremely serious, and termination of employment may result following one offense: Making, publishing, or repeating knowingly or maliciously false statements concerning an associate, the company, or its products; Falsification of personnel or other company documents/records, including employment application; Intentionally making entries on another associate's time card/sheet, or falsely altering a timekeeping document; and Leaving company premises without permission during assigned work hours (unpaid meal periods are not "work hours" for purposes of this policy). On July 24, 2019 you stated during the month of February, 2019 your sister passed away however, you took bereavement March 16- 19, 2019. When asked if any other bereavement was taken in 2019 you stated you did not have any other bereavement however you did request and take bereavement in January 12-19, 2019.

Areas of Improvement Required by Associate

Amazon's Standards of Conduct specifically prohibits the falsification of personnel or other company documents/records/time cards. You are expected to be in compliance with the Standards of Conduct policy at all times while working in the Fulfillment Center. At this time, based on your violation of Amazon's Standards of Conduct and behavioral expectations, your employment will end effective immediately.

Associate Comments

I acknowledge that I have been informed of my right to appeal this feedback if I meet all eligibility requirements defined by the Appeals Policy, and that I know where to obtain an appeals packet.

Associate Signature: Acknowledged by [REDACTED] (BadgeID: [REDACTED])

Date: July 24, 2019, 11:45:39 PM

Manager Signature: Acknowledged by Ramrattan,Courtney (BadgeID: 12126509)

Date: July 24, 2019, 11:45:39 PM

CONFIDENTIAL**AMZ-BRY002379**

CONFIDENTIAL

Acknowledged by associate on July 03, 2019, 10:52:46 PM - Delivered by Danko,David (dddanko)

Supportive Feedback Document Productivity - Documented Positive



Associate Name: [REDACTED]
Manager Name: Ramrattan,Courtney (NL4-1830)
Created On: July 03, 2019, 10:52:46 PM

Summary

Your recent job performance has met or exceeded Productivity expectations. Your manager and Amazon.com would like to take a moment to recognize your performance and thank you for your hard work.

Communication History

The following is a summary of your productivity feedback:

Level	Count	Most Recent
Documented Positive	1	August 29, 2018
Verbal Positive	21	June 26, 2019
First Written	1	April 24, 2019
Verbal Coaching	1	September 26, 2018
Documented Coaching	2	May 08, 2019

Details of Current Incident/Specific Concerns

Process	Function	LC	Hours	Units	UPH	Expected	% to Goal	% to Curve	Was Borrowed
Pack Singles	Slam At Pack ItemPacked Total EACH	Level 1	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
Pack - Lev/Autofold	SmartPac ItemPacked Total EACH	Level 1	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
Pack - Lev/Autofold	SmartPac ItemPacked Total EACH	Level 2	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]

Performance Trend

Below is a summary of your past Productivity performance.

Period Start	Unit Count	Hours Worked	UPH	% to Goal	% to Curve	Exempted
June 26, 2019, 5:00:00 AM	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
June 19, 2019, 5:00:00 AM	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
June 12, 2019, 5:00:00 AM	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
June 05, 2019, 5:00:00 AM	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
May 29, 2019, 5:00:00 AM	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
May 22, 2019, 5:00:00 AM	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]

Associate Comments

Associate Signature: Acknowledged by [REDACTED] (BadgeID: [REDACTED])

Date: July 03, 2019, 10:52:46 PM

Manager Signature: Acknowledged by Danko,David (BadgeID: 11536038)

Date: July 03, 2019, 10:52:46 PM

CONFIDENTIAL

AMZ-BRY002380

CONFIDENTIAL

Acknowledged by associate on April 29, 2019, 7:40:44 PM - Delivered by Ramrattan,Courtney (ramrattc)

Supportive Feedback Document Productivity - First Written



Associate Name: [REDACTED]
Manager Name: Krohne,Dina (NL4-1830)
Created On: April 29, 2019, 7:40:44 PM

Summary

Your recent job performance is not meeting Productivity expectations. Meeting performance standards is a critical component of your job. This document provides specific details about your performance and how you are not meeting expectations. In addition, this document describes the steps you and your manager will take to assist you in improving your performance. As a part of this conversation we are interested in understanding what barriers you think need to be removed, or what improvements can be made which would potentially assist you in improving your performance.

Communication History

The following is a summary of your productivity feedback:

Level	Count	Most Recent
Documented Positive	2	August 29, 2018
Verbal Coaching	1	September 26, 2018
Verbal Positive	15	December 12, 2018
Documented Coaching	1	January 30, 2019

Details of Current Incident/Specific Concerns

Process	Function	LC	Hours	Units	UPH	Expected	% to Goal	% to Curve	Was Borrowed
Pack Singles	Slam At Pack ItemPacked Total EACH	Level 5	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]

Performance Trend

Below is a summary of your past Productivity performance.

Period Start	Unit Count	Hours Worked	UPH	% to Goal	% to Curve	Exempted
April 17, 2019, 5:00:00 AM	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
April 10, 2019, 5:00:00 AM	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
April 03, 2019, 5:00:00 AM	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]

Areas of Improvement Required by Associate

You are expected to meet 100% of the productivity performance expectation. Please note that if an associate receives a 2nd final or a total of 6 documented counseling write-ups in a rolling 12 months, their employment will end. We are committed to assisting you in improving your productivity performance, and will assist you in addressing any job related barriers that are impacting your ability to meet productivity performance expectations.

Associate Comments

Associate Signature: Acknowledged by [REDACTED] (BadgeID: [REDACTED])

Date: April 29, 2019, 7:40:44 PM

Manager Signature: Acknowledged by Ramrattan,Courtney (BadgeID: 12126509)

Date: April 29, 2019, 7:40:44 PM

CONFIDENTIAL**AMZ-BRY002381**

CONFIDENTIAL

Acknowledged by associate on August 29, 2018, 10:23:22 PM - Delivered by Ramrattan,Courtney (ramrattc)

Supportive Feedback Document Productivity - Documented Positive



Associate Name: [REDACTED]
Manager Name: Ramrattan,Courtney (NL4-1830)
Created On: August 29, 2018, 10:23:22 PM

Summary

Your recent job performance has met or exceeded Productivity expectations. Your manager and Amazon.com would like to take a moment to recognize your performance and thank you for your hard work.

Communication History

The following is a summary of your productivity feedback:

Level	Count	Most Recent
Verbal Positive	13	July 11, 2018
Documented Positive	12	April 25, 2018

Details of Current Incident/Specific Concerns

Process	Function	LC	Hours	Units	UPH	Expected	% to Goal	% to Curve	Was Borrowed
Pack Singles	Slam At Pack ItemPacked Total EACH	Level 5	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]

Performance Trend

Below is a summary of your past Productivity performance.

Period Start	Unit Count	Hours Worked	UPH	% to Goal	% to Curve	Exempted
August 22, 2018, 5:00:00 AM	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
August 15, 2018, 5:00:00 AM	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
August 08, 2018, 5:00:00 AM	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
August 01, 2018, 5:00:00 AM	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
July 25, 2018, 5:00:00 AM	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
July 18, 2018, 5:00:00 AM	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]

Associate Comments

Associate Signature: Acknowledged by [REDACTED] (BadgeID: [REDACTED])

Date: August 29, 2018, 10:23:22 PM

Manager Signature: Acknowledged by Ramrattan,Courtney (BadgeID: 12126509)

Date: August 29, 2018, 10:23:22 PM

CONFIDENTIAL**AMZ-BRY002382**

CONFIDENTIAL

Acknowledged by associate on May 08, 2018, 5:25:06 PM - Delivered by Wilson,Emma (emmwils)

Supportive Feedback Document Productivity - Documented Positive



Associate Name: [REDACTED]
Manager Name: Wilson,Emma (NL4-1830)
Created On: May 08, 2018, 5:25:06 PM

Summary

Your recent job performance has met or exceeded Productivity expectations. Your manager and Amazon.com would like to take a moment to recognize your performance and thank you for your hard work.

Communication History

The following is a summary of your productivity feedback:

Level	Count	Most Recent
Documented Positive	11	April 18, 2018
Verbal Positive	20	April 04, 2018

Details of Current Incident/Specific Concerns

Process	Function	LC	Hours	Units	UPH	Expected	% to Goal	% to Curve	Was Borrowed
Pack Singles	Slam At Pack ItemPacked Total EACH	Level 5	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]

Performance Trend

Below is a summary of your past Productivity performance.

Period Start	Unit Count	Hours Worked	UPH	% to Goal	% to Curve	Exempted
April 18, 2018, 5:00:00 AM	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
April 11, 2018, 5:00:00 AM	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
April 04, 2018, 5:00:00 AM	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
March 28, 2018, 5:00:00 AM	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
March 21, 2018, 5:00:00 AM	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
March 14, 2018, 5:00:00 AM	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]

Associate Comments

Associate Signature: Acknowledged by [REDACTED] (BadgeID: [REDACTED])

Date: May 08, 2018, 5:25:06 PM

Manager Signature: Acknowledged by Wilson,Emma (BadgeID: 12371848)

Date: May 08, 2018, 5:25:06 PM

CONFIDENTIAL**AMZ-BRY002383**

CONFIDENTIAL

Acknowledged by associate on April 22, 2018, 8:50:08 PM - Delivered by Wilson,Emma (emmwils)

Supportive Feedback Document Productivity - Documented Positive



Associate Name: [REDACTED]
Manager Name: Wilson,Emma (NL4-1830)
Created On: April 22, 2018, 8:50:08 PM

Summary

Your recent job performance has met or exceeded Productivity expectations. Your manager and Amazon.com would like to take a moment to recognize your performance and thank you for your hard work.

Communication History

The following is a summary of your productivity feedback:

Level	Count	Most Recent
Documented Positive	10	April 11, 2018
Verbal Positive	20	April 04, 2018

Details of Current Incident/Specific Concerns

Process	Function	LC	Hours	Units	UPH	Expected	% to Goal	% to Curve	Was Borrowed
Pack Singles	Slam At Pack ItemPacked Total EACH	Level 5	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]

Performance Trend

Below is a summary of your past Productivity performance.

Period Start	Unit Count	Hours Worked	UPH	% to Goal	% to Curve	Exempted
April 11, 2018, 5:00:00 AM	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
April 04, 2018, 5:00:00 AM	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
March 28, 2018, 5:00:00 AM	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
March 21, 2018, 5:00:00 AM	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
March 14, 2018, 5:00:00 AM	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
March 07, 2018, 5:00:00 AM	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]

Associate Comments

Associate Signature: Acknowledged by [REDACTED] (BadgeID: [REDACTED])

Date: April 22, 2018, 8:50:08 PM

Manager Signature: Acknowledged by Wilson,Emma (BadgeID: 12371848)

Date: April 22, 2018, 8:50:08 PM

CONFIDENTIAL**AMZ-BRY002384**

CONFIDENTIAL

Acknowledged by associate on April 14, 2018, 7:50:14 PM - Delivered by Lee,David (leemdavi)

Supportive Feedback Document Productivity - Documented Positive



Associate Name: [REDACTED]
Manager Name: Wilson,Emma (NL4-1830)
Created On: April 14, 2018, 7:50:14 PM

Summary

Your recent job performance has met or exceeded Productivity expectations. Your manager and Amazon.com would like to take a moment to recognize your performance and thank you for your hard work.

Communication History

The following is a summary of your productivity feedback:

Level	Count	Most Recent
Verbal Positive	20	April 04, 2018
Documented Positive	9	March 28, 2018

Details of Current Incident/Specific Concerns

Process	Function	LC	Hours	Units	UPH	Expected	% to Goal	% to Curve	Was Borrowed
Pack Singles	Slam At Pack ItemPacked Total EACH	Level 5	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]

Performance Trend

Below is a summary of your past Productivity performance.

Period Start	Unit Count	Hours Worked	UPH	% to Goal	% to Curve	Exempted
April 04, 2018, 5:00:00 AM	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
March 28, 2018, 5:00:00 AM	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
March 21, 2018, 5:00:00 AM	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
March 14, 2018, 5:00:00 AM	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
March 07, 2018, 5:00:00 AM	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
February 28, 2018, 5:00:00 AM	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]

Associate Comments

Associate Signature: Acknowledged by [REDACTED] (BadgelD: [REDACTED])

Date: April 14, 2018, 7:50:14 PM

Manager Signature: Acknowledged by Lee,David (BadgelD: 12399077)

Date: April 14, 2018, 7:50:14 PM

CONFIDENTIAL**AMZ-BRY002385**

CONFIDENTIAL

Acknowledged by associate on April 01, 2018, 11:15:08 PM - Delivered by Persson,Brittany (perssonb)

Supportive Feedback Document Productivity - Documented Positive

amazon.com

Associate Name: [REDACTED]
Manager Name: Wilson,Emma (NL4-1830)
Created On: April 01, 2018, 11:15:08 PM

Summary

Your recent job performance has met or exceeded Productivity expectations. Your manager and Amazon.com would like to take a moment to recognize your performance and thank you for your hard work.

Communication History

The following is a summary of your productivity feedback:

Level	Count	Most Recent
Documented Positive	8	March 21, 2018
Verbal Positive	20	February 14, 2018

Details of Current Incident/Specific Concerns

Process	Function	LC	Hours	Units	UPH	Expected	% to Goal	% to Curve	Was Borrowed
Pack Singles	Slam At Pack ItemPacked Total EACH	Level 5	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]

Performance Trend

Below is a summary of your past Productivity performance.

Period Start	Unit Count	Hours Worked	UPH	% to Goal	% to Curve	Exempted
March 21, 2018, 5:00:00 AM	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
March 14, 2018, 5:00:00 AM	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
March 07, 2018, 5:00:00 AM	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
February 28, 2018, 5:00:00 AM	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
February 21, 2018, 5:00:00 AM	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
February 14, 2018, 5:00:00 AM	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]

Associate Comments

Associate Signature: Acknowledged by [REDACTED] (BadgeID: [REDACTED])

Date: April 01, 2018, 11:15:08 PM

Manager Signature: Acknowledged by Persson,Brittany (BadgeID: 11195178)

Date: April 01, 2018, 11:15:08 PM

CONFIDENTIAL**AMZ-BRY002386**

CONFIDENTIAL

Acknowledged by associate on March 28, 2018, 9:12:43 PM - Delivered by Wilson,Emma (emmwils)

Supportive Feedback Document Productivity - Documented Positive



Associate Name: [REDACTED]
Manager Name: Wilson,Emma (NL4-1830)
Created On: March 28, 2018, 9:12:43 PM

Summary

Your recent job performance has met or exceeded Productivity expectations. Your manager and Amazon.com would like to take a moment to recognize your performance and thank you for your hard work.

Communication History

The following is a summary of your productivity feedback:

Level	Count	Most Recent
Documented Positive	7	March 14, 2018
Verbal Positive	20	February 14, 2018

Details of Current Incident/Specific Concerns

Process	Function	LC	Hours	Units	UPH	Expected	% to Goal	% to Curve	Was Borrowed
Pack Singles	Slam At Pack ItemPacked Total EACH	Level 5	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]

Performance Trend

Below is a summary of your past Productivity performance.

Period Start	Unit Count	Hours Worked	UPH	% to Goal	% to Curve	Exempted
March 14, 2018, 5:00:00 AM	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
March 07, 2018, 5:00:00 AM	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
February 28, 2018, 5:00:00 AM	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
February 21, 2018, 5:00:00 AM	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
February 14, 2018, 5:00:00 AM	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
February 07, 2018, 5:00:00 AM	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]

Associate Comments

Associate Signature: Acknowledged by [REDACTED] (BadgeID: [REDACTED])

Date: March 28, 2018, 9:12:43 PM

Manager Signature: Acknowledged by Wilson,Emma (BadgeID: 12371848)

Date: March 28, 2018, 9:12:43 PM

CONFIDENTIAL**AMZ-BRY002387**

CONFIDENTIAL

Acknowledged by associate on March 18, 2018, 10:00:50 PM - Delivered by Wilson,Emma (emmwils)

Supportive Feedback Document Productivity - Documented Positive

amazon.com

Associate Name: [REDACTED]
Manager Name: Wilson,Emma (NL4-1830)
Created On: March 18, 2018, 10:00:50 PM

Summary

Your recent job performance has met or exceeded Productivity expectations. Your manager and Amazon.com would like to take a moment to recognize your performance and thank you for your hard work.

Communication History

The following is a summary of your productivity feedback:

Level	Count	Most Recent
Verbal Positive	20	February 14, 2018
Documented Positive	6	March 07, 2018

Details of Current Incident/Specific Concerns

Process	Function	LC	Hours	Units	UPH	Expected	% to Goal	% to Curve	Was Borrowed
Pack Singles	Slam At Pack ItemPacked Total EACH	Level 5	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]

Performance Trend

Below is a summary of your past Productivity performance.

Period Start	Unit Count	Hours Worked	UPH	% to Goal	% to Curve	Exempted
March 07, 2018, 5:00:00 AM	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
February 28, 2018, 5:00:00 AM	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
February 21, 2018, 5:00:00 AM	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
February 14, 2018, 5:00:00 AM	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
February 07, 2018, 5:00:00 AM	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
January 31, 2018, 5:00:00 AM	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]

Associate Comments

Associate Signature: Acknowledged by [REDACTED] (BadgeID: [REDACTED])

Date: March 18, 2018, 10:00:50 PM

Manager Signature: Acknowledged by Wilson,Emma (BadgeID: 12371848)

Date: March 18, 2018, 10:00:50 PM

CONFIDENTIAL**AMZ-BRY002388**

CONFIDENTIAL

Acknowledged by associate on March 11, 2018, 9:25:13 PM - Delivered by Wilson,Emma (emmwils)

Supportive Feedback Document Productivity - Documented Positive



Associate Name: [REDACTED]
Manager Name: Wilson,Emma (NL4-1830)
Created On: March 11, 2018, 9:25:13 PM

Summary

Your recent job performance has met or exceeded Productivity expectations. Your manager and Amazon.com would like to take a moment to recognize your performance and thank you for your hard work.

Communication History

The following is a summary of your productivity feedback:

Level	Count	Most Recent
Verbal Positive	20	February 14, 2018
Documented Positive	5	February 28, 2018

Details of Current Incident/Specific Concerns

Process	Function	LC	Hours	Units	UPH	Expected	% to Goal	% to Curve	Was Borrowed
Pack Singles	Slam At Pack ItemPacked Total EACH	Level 5	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]

Performance Trend

Below is a summary of your past Productivity performance.

Period Start	Unit Count	Hours Worked	UPH	% to Goal	% to Curve	Exempted
February 28, 2018, 5:00:00 AM	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
February 21, 2018, 5:00:00 AM	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
February 14, 2018, 5:00:00 AM	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
February 07, 2018, 5:00:00 AM	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
January 31, 2018, 5:00:00 AM	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
January 24, 2018, 5:00:00 AM	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]

Associate Comments

Associate Signature: Acknowledged by [REDACTED] (BadgeID: [REDACTED])

Date: March 11, 2018, 9:25:13 PM

Manager Signature: Acknowledged by Wilson,Emma (BadgeID: 12371848)

Date: March 11, 2018, 9:25:13 PM

CONFIDENTIAL**AMZ-BRY002389**

CONFIDENTIAL

Acknowledged by associate on March 04, 2018, 10:41:42 PM - Delivered by Wilson,Emma (emmwils)

Supportive Feedback Document Productivity - Documented Positive



Associate Name: [REDACTED]
Manager Name: Wilson,Emma (NL4-1830)
Created On: March 04, 2018, 10:41:42 PM

Summary

Your recent job performance has met or exceeded Productivity expectations. Your manager and Amazon.com would like to take a moment to recognize your performance and thank you for your hard work.

Communication History

The following is a summary of your productivity feedback:

Level	Count	Most Recent
Documented Positive	4	February 21, 2018
Verbal Positive	20	February 14, 2018

Details of Current Incident/Specific Concerns

Process	Function	LC	Hours	Units	UPH	Expected	% to Goal	% to Curve	Was Borrowed
Pack Singles	Slam At Pack ItemPacked Total EACH	Level 5	■	■	■	■	■	■	■

Performance Trend

Below is a summary of your past Productivity performance.

Period Start	Unit Count	Hours Worked	UPH	% to Goal	% to Curve	Exempted
February 21, 2018, 5:00:00 AM	■	■	■	■	■	■
February 14, 2018, 5:00:00 AM	■	■	■	■	■	■
February 07, 2018, 5:00:00 AM	■	■	■	■	■	■
January 31, 2018, 5:00:00 AM	■	■	■	■	■	■
January 24, 2018, 5:00:00 AM	■	■	■	■	■	■
January 17, 2018, 5:00:00 AM	■	■	■	■	■	■

Associate Comments

Associate Signature: Acknowledged by [REDACTED] (BadgeID: [REDACTED])

Date: March 04, 2018, 10:41:42 PM

Manager Signature: Acknowledged by Wilson,Emma (BadgeID: 12371848)

Date: March 04, 2018, 10:41:42 PM

CONFIDENTIAL**AMZ-BRY002390**

CONFIDENTIAL

Acknowledged by associate on February 25, 2018, 11:14:50 PM - Delivered by Wilson,Emma (emmwils)

Supportive Feedback Document Productivity - Documented Positive



Associate Name: [REDACTED]
Manager Name: Wilson,Emma (NL4-1830)
Created On: February 25, 2018, 11:14:50 PM

Summary

Your recent job performance has met or exceeded Productivity expectations. Your manager and Amazon.com would like to take a moment to recognize your performance and thank you for your hard work.

Communication History

The following is a summary of your productivity feedback:

Level	Count	Most Recent
Documented Positive	3	January 31, 2018
Verbal Positive	20	February 14, 2018

Details of Current Incident/Specific Concerns

Process	Function	LC	Hours	Units	UPH	Expected	% to Goal	% to Curve	Was Borrowed
Pack Singles	Slam At Pack ItemPacked Total EACH	Level 5	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]

Performance Trend

Below is a summary of your past Productivity performance.

Period Start	Unit Count	Hours Worked	UPH	% to Goal	% to Curve	Exempted
February 14, 2018, 5:00:00 AM	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
February 07, 2018, 5:00:00 AM	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
January 31, 2018, 5:00:00 AM	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
January 24, 2018, 5:00:00 AM	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
January 17, 2018, 5:00:00 AM	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
January 10, 2018, 5:00:00 AM	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]

Associate Comments

Associate Signature: Acknowledged by [REDACTED] (BadgeID: [REDACTED])

Date: February 25, 2018, 11:14:50 PM

Manager Signature: Acknowledged by Wilson,Emma (BadgeID: 12371848)

Date: February 25, 2018, 11:14:50 PM

CONFIDENTIAL**AMZ-BRY002391**

CONFIDENTIAL

Acknowledged by associate on February 10, 2018, 9:56:32 PM - Delivered by Lee,David (leemdavi)

Supportive Feedback Document Productivity - Documented Positive



Associate Name: [REDACTED]
Manager Name: Wilson,Emma (NL4-1830)
Created On: February 10, 2018, 9:56:32 PM

Summary

Your recent job performance has met or exceeded Productivity expectations. Your manager and Amazon.com would like to take a moment to recognize your performance and thank you for your hard work.

Communication History

The following is a summary of your productivity feedback:

Level	Count	Most Recent
Verbal Positive	20	January 10, 2018
Documented Positive	1	January 17, 2018

Details of Current Incident/Specific Concerns

Process	Function	LC	Hours	Units	UPH	Expected	% to Goal	% to Curve	Was Borrowed
Pack Singles	Slam At Pack ItemPacked Total EACH	Level 5	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]

Performance Trend

Below is a summary of your past Productivity performance.

Period Start	Unit Count	Hours Worked	UPH	% to Goal	% to Curve	Exempted
January 24, 2018, 5:00:00 AM	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
January 17, 2018, 5:00:00 AM	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
January 10, 2018, 5:00:00 AM	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
January 03, 2018, 5:00:00 AM	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
December 27, 2017, 5:00:00 AM	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
December 20, 2017, 5:00:00 AM	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]

Associate Comments

Associate Signature: Acknowledged by [REDACTED] (BadgelD: [REDACTED])

Date: February 10, 2018, 9:56:32 PM

Manager Signature: Acknowledged by Lee,David (BadgelD: 12399077)

Date: February 10, 2018, 9:56:32 PM

CONFIDENTIAL**AMZ-BRY002392**

CONFIDENTIAL

Acknowledged by associate on February 10, 2018, 9:56:12 PM - Delivered by Lee,David (leemdavi)

Supportive Feedback Document Productivity - Documented Positive



Associate Name: [REDACTED]
Manager Name: Wilson,Emma (NL4-1830)
Created On: February 10, 2018, 9:56:12 PM

Summary

Your recent job performance has met or exceeded Productivity expectations. Your manager and Amazon.com would like to take a moment to recognize your performance and thank you for your hard work.

Communication History

The following is a summary of your productivity feedback:

Level	Count	Most Recent
Verbal Positive	20	January 10, 2018
Documented Positive	1	January 17, 2018

Details of Current Incident/Specific Concerns

Process	Function	LC	Hours	Units	UPH	Expected	% to Goal	% to Curve	Was Borrowed
Pack Singles	Slam At Pack ItemPacked Total EACH	Level 5	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]

Performance Trend

Below is a summary of your past Productivity performance.

Period Start	Unit Count	Hours Worked	UPH	% to Goal	% to Curve	Exempted
January 17, 2018, 5:00:00 AM	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
January 10, 2018, 5:00:00 AM	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
January 03, 2018, 5:00:00 AM	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
December 27, 2017, 5:00:00 AM	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
December 20, 2017, 5:00:00 AM	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
December 13, 2017, 5:00:00 AM	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]

Associate Comments

Associate Signature: Acknowledged by [REDACTED] (BadgelD: [REDACTED])

Date: February 10, 2018, 9:56:12 PM

Manager Signature: Acknowledged by Lee,David (BadgelD: 12399077)

Date: February 10, 2018, 9:56:12 PM

CONFIDENTIAL**AMZ-BRY002393**

CONFIDENTIAL

Acknowledged by associate on January 20, 2018, 8:02:36 PM - Delivered by Lee,David Eunwoo (leemdavi)

Supportive Feedback Document Productivity - Documented Positive



Associate Name: [REDACTED]
Manager Name: Wilson, Emma (NL4-1830)
Created On: January 20, 2018, 8:02:36 PM

Summary

Your recent job performance has met or exceeded Productivity expectations. Your manager and Amazon.com would like to take a moment to recognize your performance and thank you for your hard work.

Communication History

The following is a summary of your productivity feedback:

Level	Count	Most Recent
Verbal Positive	20	January 10, 2018

Details of Current Incident/Specific Concerns

Process	Function	LC	Hours	Units	UPH	Expected	% to Goal	% to Curve	Was Borrowed
Pack Singles	Slam At Pack ItemPacked Total EACH	Level 5	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]

Performance Trend

Below is a summary of your past Productivity performance.

Period Start	Unit Count	Hours Worked	UPH	% to Goal	% to Curve	Exempted
January 10, 2018, 5:00:00 AM	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
January 03, 2018, 5:00:00 AM	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
December 27, 2017, 5:00:00 AM	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
December 20, 2017, 5:00:00 AM	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
December 13, 2017, 5:00:00 AM	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
December 06, 2017, 5:00:00 AM	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]

Associate Comments

Associate Signature: Acknowledged by [REDACTED] (BadgeID: [REDACTED])

Date: January 20, 2018, 8:02:36 PM

Manager Signature: Acknowledged by Lee,David Eunwoo (BadgeID: 12399077)

Date: January 20, 2018, 8:02:36 PM

CONFIDENTIAL**AMZ-BRY002394**

CONFIDENTIAL

Acknowledged by associate on Sep 12, 2016 7:47:41 PM - Delivered by Babatunde,Oluwakonyinsola Alexander (oluwakob)

Supportive Feedback Document Productivity - Documented Positive



Associate Name: [REDACTED] ([REDACTED])
Manager Name: Wilmington, Stephen A. (NL4-1830)
Created On: Sep 12, 2016 7:47:41 PM

Summary

Your recent job performance has met or exceeded Productivity expectations. Your manager and Amazon.com would like to take a moment to recognize your performance and thank you for your hard work.

Communication History

Below is a summary of your Productivity communications

Level	Count	Most Recent
Documented Coaching	3	May 18, 2016
Documented Positive	5	Aug 17, 2016
Verbal Coaching	3	Apr 13, 2016
Verbal Positive	35	Aug 31, 2016

Details of Current Incident/Specific Concerns

Process	Function	LC	Hours	Units	UPH	Expected	% to Goal	% to Curve	Was Borrowed
Pack Singles	Scan Verify ItemPacked Total EACH	Level 5	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
Pack Singles	Scan Verify Small ItemPacked Total EACH	Level 5	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]

Performance Trend

Below is a summary of your past Productivity performance.

Period Start	Unit Count	Hours Worked	UPH	% to Goal	% to Curve	Exempted
Aug 31, 2016 5:00:00 AM	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
Aug 24, 2016 5:00:00 AM	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
Aug 17, 2016 5:00:00 AM	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
Aug 10, 2016 5:00:00 AM	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
Aug 3, 2016 5:00:00 AM	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
Jul 27, 2016 5:00:00 AM	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]

Associate Comments

Associate Signature: Acknowledged by [REDACTED] ([REDACTED]) (BadgeID: [REDACTED])

Date: Sep 12, 2016 7:47:41 PM

Manager Signature: Acknowledged by Babatunde,Oluwakonyinsola Alexander (BadgeID: 11364900)

Date: Sep 12, 2016 7:47:41 PM

CONFIDENTIAL**AMZ-BRY002395**

CONFIDENTIAL

Acknowledged by associate on Aug 21, 2016 10:09:03 PM - Delivered by Babatunde,Oluwakonyinsola Alexander (oluwakob)

Supportive Feedback Document Productivity - Documented Positive



Associate Name: [REDACTED] ([REDACTED])
Manager Name: Wilmington, Stephen A. (NL4-1830)
Created On: Aug 21, 2016 10:09:04 PM

Summary

Your recent job performance has met or exceeded Productivity expectations. Your manager and Amazon.com would like to take a moment to recognize your performance and thank you for your hard work.

Communication History

Below is a summary of your Productivity communications

Level	Count	Most Recent
Verbal Positive	36	Aug 3, 2016
Verbal Coaching	3	Apr 13, 2016
Documented Coaching	3	May 18, 2016
Documented Positive	4	Aug 10, 2016

Details of Current Incident/Specific Concerns

Process	Function	LC	Hours	Units	UPH	Expected	% to Goal	% to Curve	Was Borrowed
Pack Singles	Scan Verify ItemPacked Total EACH	Level 5	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
Pack Singles	Scan Verify Small ItemPacked Total EACH	Level 5	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]

Performance Trend

Below is a summary of your past Productivity performance.

Period Start	Unit Count	Hours Worked	UPH	% to Goal	% to Curve	Exempted
Aug 10, 2016 5:00:00 AM	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
Aug 3, 2016 5:00:00 AM	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
Jul 27, 2016 5:00:00 AM	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
Jul 20, 2016 5:00:00 AM	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
Jul 13, 2016 5:00:00 AM	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
Jul 6, 2016 5:00:00 AM	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]

Associate Comments

Associate Signature: Acknowledged by [REDACTED] ([REDACTED]) (BadgeID: [REDACTED])

Date: Aug 21, 2016 10:09:03 PM

Manager Signature: Acknowledged by Babatunde,Oluwakonyinsola Alexander (BadgeID: 11364900)

Date: Aug 21, 2016 10:09:03 PM

CONFIDENTIAL**AMZ-BRY002396**

CONFIDENTIAL

Acknowledged by associate on Aug 15, 2016 10:07:44 PM - Delivered by Babatunde,Oluwakonyinsola Alexander (oluwakob)

Supportive Feedback Document Productivity - Documented Positive



Associate Name: [REDACTED] ([REDACTED])
Manager Name: Wilmington, Stephen A. (NL4-1830)
Created On: Aug 15, 2016 10:07:44 PM

Summary

Your recent job performance has met or exceeded Productivity expectations. Your manager and Amazon.com would like to take a moment to recognize your performance and thank you for your hard work.

Communication History

Below is a summary of your Productivity communications

Level	Count	Most Recent
Verbal Positive	37	Aug 3, 2016
Documented Positive	3	Jul 27, 2016
Verbal Coaching	3	Apr 13, 2016
Documented Coaching	3	May 18, 2016

Details of Current Incident/Specific Concerns

Process	Function	LC	Hours	Units	UPH	Expected	% to Goal	% to Curve	Was Borrowed
Pack Singles	Scan Verify ItemPacked Total EACH	Level 5	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
Pack Singles	Scan Verify Small ItemPacked Total EACH	Level 5	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]

Performance Trend

Below is a summary of your past Productivity performance.

Period Start	Unit Count	Hours Worked	UPH	% to Goal	% to Curve	Exempted
Aug 3, 2016 5:00:00 AM	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
Jul 27, 2016 5:00:00 AM	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
Jul 20, 2016 5:00:00 AM	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
Jul 13, 2016 5:00:00 AM	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
Jul 6, 2016 5:00:00 AM	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
Jun 29, 2016 5:00:00 AM	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]

Associate Comments

Associate Signature: Acknowledged by [REDACTED] ([REDACTED]) (BadgeID: [REDACTED])

Date: Aug 15, 2016 10:07:44 PM

Manager Signature: Acknowledged by Babatunde,Oluwakonyinsola Alexander (BadgeID: 11364900)

Date: Aug 15, 2016 10:07:44 PM

CONFIDENTIAL**AMZ-BRY002397**

CONFIDENTIAL

Acknowledged by associate on Jul 28, 2016 1:38:04 AM - Delivered by McRavion,Beth Ann (mcravion)

Supportive Feedback Document Productivity - Documented Positive



Associate Name: [REDACTED] ([REDACTED])
 Manager Name: Wilmington,Stephen A. (NL4-1830)
 Created On: Jul 28, 2016 1:38:04 AM

Summary

Your recent job performance has met or exceeded Productivity expectations. Your manager and Amazon.com would like to take a moment to recognize your performance and thank you for your hard work.

Communication History

Below is a summary of your Productivity communications

Level	Count	Most Recent
Verbal Positive	38	Jul 13, 2016
Documented Positive	2	Jul 20, 2016
Documented Coaching	3	May 18, 2016
Verbal Coaching	3	Apr 13, 2016

Details of Current Incident/Specific Concerns

Process	Function	LC	Hours	Units	UPH	Expected	% to Goal	% to Curve	Was Borrowed
Pack Singles	Scan Verify ItemPacked Total EACH	Level 5	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
Pack Singles	Scan Verify Small ItemPacked Total EACH	Level 5	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]

Performance Trend

Below is a summary of your past Productivity performance.

Period Start	Unit Count	Hours Worked	UPH	% to Goal	% to Curve	Exempted
Jul 20, 2016 5:00:00 AM	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
Jul 13, 2016 5:00:00 AM	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
Jul 6, 2016 5:00:00 AM	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
Jun 29, 2016 5:00:00 AM	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
Jun 22, 2016 5:00:00 AM	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
Jun 15, 2016 5:00:00 AM	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]

Associate Comments

Associate Signature: Acknowledged by [REDACTED] ([REDACTED]) (BadgeID: [REDACTED])

Date: Jul 28, 2016 1:38:04 AM

Manager Signature: Acknowledged by McRavion,Beth Ann (BadgeID: 11364964)

Date: Jul 28, 2016 1:38:04 AM

CONFIDENTIAL**AMZ-BRY002398**

CONFIDENTIAL

Acknowledged by associate on Jul 24, 2016 8:26:07 PM - Delivered by Babatunde,Oluwakonyinsola Alexander (oluwakob)

Supportive Feedback Document Productivity - Documented Positive



Associate Name: [REDACTED] ([REDACTED])
Manager Name: Wilmington, Stephen A. (NL4-1830)
Created On: Jul 24, 2016 8:26:07 PM

Summary

Your recent job performance has met or exceeded Productivity expectations. Your manager and Amazon.com would like to take a moment to recognize your performance and thank you for your hard work.

Communication History

Below is a summary of your Productivity communications

Level	Count	Most Recent
Verbal Positive	39	Jul 13, 2016
Documented Positive	1	Sep 23, 2015
Verbal Coaching	3	Apr 13, 2016
Documented Coaching	3	May 18, 2016

Details of Current Incident/Specific Concerns

Process	Function	LC	Hours	Units	UPH	Expected	% to Goal	% to Curve	Was Borrowed
Pack Singles	Scan Verify ItemPacked Total EACH	Level 5	■	■	■	■	■	■	■
Pack Singles	Scan Verify Small ItemPacked Total EACH	Level 5	■	■	■	■	■	■	■

Performance Trend

Below is a summary of your past Productivity performance.

Period Start	Unit Count	Hours Worked	UPH	% to Goal	% to Curve	Exempted
Jul 13, 2016 5:00:00 AM	■	■	■	■	■	■
Jul 6, 2016 5:00:00 AM	■	■	■	■	■	■
Jun 29, 2016 5:00:00 AM	■	■	■	■	■	■
Jun 22, 2016 5:00:00 AM	■	■	■	■	■	■
Jun 15, 2016 5:00:00 AM	■	■	■	■	■	■
Jun 8, 2016 5:00:00 AM	■	■	■	■	■	■

Associate Comments

Associate Signature: Acknowledged by [REDACTED] ([REDACTED]) (BadgeID: [REDACTED])

Date: Jul 24, 2016 8:26:07 PM

Manager Signature: Acknowledged by Babatunde,Oluwakonyinsola Alexander (BadgeID: 11364900)

Date: Jul 24, 2016 8:26:07 PM

CONFIDENTIAL**AMZ-BRY002399**

CONFIDENTIAL

Acknowledged by associate on Sep 29, 2015 10:25:06 PM - Delivered by Powell,Misha (mishap)

Supportive Feedback Document Productivity - Documented Positive

**Associate Name:** [REDACTED] ([REDACTED])**Manager Name:** Powell,Misha (NL4-1830)**Created On:** Sep 29, 2015 10:25:06 PM

Summary

Your recent job performance has met or exceeded Productivity expectations. Your manager and Amazon.com would like to take a moment to recognize your performance and thank you for your hard work.

Communication History

Below is a summary of your Productivity communications

Level	Count	Most Recent
Verbal Positive	15	Sep 16, 2015
Verbal Coaching	1	Jun 24, 2015

Details of Current Incident/Specific Concerns

Process	Function	LC	Hours	Units	UPH	Expected	% to Goal	% to Curve	Was Borrowed
Pack Singles	Scan Verify	Level 16+	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
Pack Singles	Scan Verify Small	Level 16+	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]

Performance Trend

Below is a summary of your past Productivity performance.

Period Start	Unit Count	Hours Worked	UPH	% to Goal	% to Curve	Exempted
Sep 16, 2015 5:00:00 AM	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
Sep 9, 2015 5:00:00 AM	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
Sep 2, 2015 5:00:00 AM	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
Aug 26, 2015 5:00:00 AM	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
Aug 19, 2015 5:00:00 AM	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
Aug 12, 2015 5:00:00 AM	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]

Associate Comments

Associate Signature: Acknowledged by [REDACTED] ([REDACTED]) (BadgeID: [REDACTED])

Date: Sep 29, 2015 10:25:06 PM

Manager Signature: Acknowledged by Powell,Misha (BadgeID: 0037967)

Date: Sep 29, 2015 10:25:06 PM

CONFIDENTIAL**AMZ-BRY002400**

CONFIDENTIAL

Acknowledged by associate on July 16, 2019, 11:45:00 PM - Delivered by Ramrattan,Courtney (ramrattc)

Supportive Feedback Document Productivity - Documented Positive



Associate Name: [REDACTED]
Manager Name: Ramrattan,Courtney (NL4-1830)
Created On: July 16, 2019, 11:45:00 PM

Summary

Your recent job performance has met or exceeded Productivity expectations. Your manager and Amazon.com would like to take a moment to recognize your performance and thank you for your hard work.

Communication History

The following is a summary of your productivity feedback:

Level	Count	Most Recent
Verbal Positive	21	June 26, 2019
First Written	1	April 24, 2019
Verbal Coaching	1	September 26, 2018
Documented Coaching	2	May 08, 2019
Documented Positive	2	July 03, 2019

Details of Current Incident/Specific Concerns

Process	Function	LC	Hours	Units	UPH	Expected	% to Goal	% to Curve	Was Borrowed
Pack - Lev/Autofold	SmartPac ItemPacked Total EACH	Level 2	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
Pack - Lev/Autofold	SmartPac ItemPacked Total EACH	Level 3	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]

Performance Trend

Below is a summary of your past Productivity performance.

Period Start	Unit Count	Hours Worked	UPH	% to Goal	% to Curve	Exempted
July 03, 2019, 5:00:00 AM	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
June 26, 2019, 5:00:00 AM	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
June 19, 2019, 5:00:00 AM	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
June 12, 2019, 5:00:00 AM	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
June 05, 2019, 5:00:00 AM	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
May 29, 2019, 5:00:00 AM	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]

Associate Comments

Associate Signature: Acknowledged by [REDACTED] (BadgeID: [REDACTED])

Date: July 16, 2019, 11:45:00 PM

Manager Signature: Acknowledged by Ramrattan,Courtney (BadgeID: 12126509)

Date: July 16, 2019, 11:45:00 PM

CONFIDENTIAL**AMZ-BRY002401**

CONFIDENTIAL

Acknowledged by associate on July 03, 2019, 10:52:46 PM - Delivered by Danko,David (dddanko)

Supportive Feedback Document Productivity - Documented Positive



Associate Name: [REDACTED]
Manager Name: Ramrattan,Courtney (NL4-1830)
Created On: July 03, 2019, 10:52:46 PM

Summary

Your recent job performance has met or exceeded Productivity expectations. Your manager and Amazon.com would like to take a moment to recognize your performance and thank you for your hard work.

Communication History

The following is a summary of your productivity feedback:

Level	Count	Most Recent
Documented Positive	1	August 29, 2018
Verbal Positive	21	June 26, 2019
First Written	1	April 24, 2019
Verbal Coaching	1	September 26, 2018
Documented Coaching	2	May 08, 2019

Details of Current Incident/Specific Concerns

Process	Function	LC	Hours	Units	UPH	Expected	% to Goal	% to Curve	Was Borrowed
Pack Singles	Slam At Pack ItemPacked Total EACH	Level 1	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
Pack - Lev/Autofold	SmartPac ItemPacked Total EACH	Level 1	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
Pack - Lev/Autofold	SmartPac ItemPacked Total EACH	Level 2	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]

Performance Trend

Below is a summary of your past Productivity performance.

Period Start	Unit Count	Hours Worked	UPH	% to Goal	% to Curve	Exempted
June 26, 2019, 5:00:00 AM	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
June 19, 2019, 5:00:00 AM	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
June 12, 2019, 5:00:00 AM	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
June 05, 2019, 5:00:00 AM	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
May 29, 2019, 5:00:00 AM	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
May 22, 2019, 5:00:00 AM	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]

Associate Comments

Associate Signature: Acknowledged by [REDACTED] (BadgeID: [REDACTED])

Date: July 03, 2019, 10:52:46 PM

Manager Signature: Acknowledged by Danko,David (BadgeID: 11536038)

Date: July 03, 2019, 10:52:46 PM

CONFIDENTIAL

AMZ-BRY002402

CONFIDENTIAL

Acknowledged by associate on April 29, 2019, 7:40:44 PM - Delivered by Ramrattan,Courtney (ramrattc)

Supportive Feedback Document Productivity - First Written



Associate Name: [REDACTED]
Manager Name: Krohne,Dina (NL4-1830)
Created On: April 29, 2019, 7:40:44 PM

Summary

Your recent job performance is not meeting Productivity expectations. Meeting performance standards is a critical component of your job. This document provides specific details about your performance and how you are not meeting expectations. In addition, this document describes the steps you and your manager will take to assist you in improving your performance. As a part of this conversation we are interested in understanding what barriers you think need to be removed, or what improvements can be made which would potentially assist you in improving your performance.

Communication History

The following is a summary of your productivity feedback:

Level	Count	Most Recent
Documented Positive	2	August 29, 2018
Verbal Coaching	1	September 26, 2018
Verbal Positive	15	December 12, 2018
Documented Coaching	1	January 30, 2019

Details of Current Incident/Specific Concerns

Process	Function	LC	Hours	Units	UPH	Expected	% to Goal	% to Curve	Was Borrowed
Pack Singles	Slam At Pack ItemPacked Total EACH	Level 5	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]

Performance Trend

Below is a summary of your past Productivity performance.

Period Start	Unit Count	Hours Worked	UPH	% to Goal	% to Curve	Exempted
April 17, 2019, 5:00:00 AM	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
April 10, 2019, 5:00:00 AM	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
April 03, 2019, 5:00:00 AM	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]

Areas of Improvement Required by Associate

You are expected to meet 100% of the productivity performance expectation. Please note that if an associate receives a 2nd final or a total of 6 documented counseling write-ups in a rolling 12 months, their employment will end. We are committed to assisting you in improving your productivity performance, and will assist you in addressing any job related barriers that are impacting your ability to meet productivity performance expectations.

Associate Comments

Associate Signature: Acknowledged by [REDACTED] (BadgeID: [REDACTED])

Date: April 29, 2019, 7:40:44 PM

Manager Signature: Acknowledged by Ramrattan,Courtney (BadgeID: 12126509)

Date: April 29, 2019, 7:40:44 PM

CONFIDENTIAL**AMZ-BRY002403**

CONFIDENTIAL

Acknowledged by associate on August 29, 2018, 10:23:22 PM - Delivered by Ramrattan,Courtney (ramrattc)

Supportive Feedback Document Productivity - Documented Positive



Associate Name: [REDACTED]
Manager Name: Ramrattan,Courtney (NL4-1830)
Created On: August 29, 2018, 10:23:22 PM

Summary

Your recent job performance has met or exceeded Productivity expectations. Your manager and Amazon.com would like to take a moment to recognize your performance and thank you for your hard work.

Communication History

The following is a summary of your productivity feedback:

Level	Count	Most Recent
Verbal Positive	13	July 11, 2018
Documented Positive	12	April 25, 2018

Details of Current Incident/Specific Concerns

Process	Function	LC	Hours	Units	UPH	Expected	% to Goal	% to Curve	Was Borrowed
Pack Singles	Slam At Pack ItemPacked Total EACH	Level 5	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]

Performance Trend

Below is a summary of your past Productivity performance.

Period Start	Unit Count	Hours Worked	UPH	% to Goal	% to Curve	Exempted
August 22, 2018, 5:00:00 AM	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
August 15, 2018, 5:00:00 AM	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
August 08, 2018, 5:00:00 AM	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
August 01, 2018, 5:00:00 AM	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
July 25, 2018, 5:00:00 AM	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
July 18, 2018, 5:00:00 AM	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]

Associate Comments

Associate Signature: Acknowledged by [REDACTED] (BadgeID: [REDACTED])

Date: August 29, 2018, 10:23:22 PM

Manager Signature: Acknowledged by Ramrattan,Courtney (BadgeID: 12126509)

Date: August 29, 2018, 10:23:22 PM

CONFIDENTIAL**AMZ-BRY002404**

CONFIDENTIAL

Acknowledged by associate on May 08, 2018, 5:25:06 PM - Delivered by Wilson,Emma (emmwils)

Supportive Feedback Document Productivity - Documented Positive



Associate Name: [REDACTED]
Manager Name: Wilson,Emma (NL4-1830)
Created On: May 08, 2018, 5:25:06 PM

Summary

Your recent job performance has met or exceeded Productivity expectations. Your manager and Amazon.com would like to take a moment to recognize your performance and thank you for your hard work.

Communication History

The following is a summary of your productivity feedback:

Level	Count	Most Recent
Documented Positive	11	April 18, 2018
Verbal Positive	20	April 04, 2018

Details of Current Incident/Specific Concerns

Process	Function	LC	Hours	Units	UPH	Expected	% to Goal	% to Curve	Was Borrowed
Pack Singles	Slam At Pack ItemPacked Total EACH	Level 5	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]

Performance Trend

Below is a summary of your past Productivity performance.

Period Start	Unit Count	Hours Worked	UPH	% to Goal	% to Curve	Exempted
April 18, 2018, 5:00:00 AM	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
April 11, 2018, 5:00:00 AM	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
April 04, 2018, 5:00:00 AM	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
March 28, 2018, 5:00:00 AM	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
March 21, 2018, 5:00:00 AM	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
March 14, 2018, 5:00:00 AM	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]

Associate Comments

Associate Signature: Acknowledged by [REDACTED] (BadgeID: [REDACTED])

Date: May 08, 2018, 5:25:06 PM

Manager Signature: Acknowledged by Wilson,Emma (BadgeID: 12371848)

Date: May 08, 2018, 5:25:06 PM

CONFIDENTIAL**AMZ-BRY002405**

CONFIDENTIAL

Acknowledged by associate on April 22, 2018, 8:50:08 PM - Delivered by Wilson,Emma (emmwils)

Supportive Feedback Document Productivity - Documented Positive



Associate Name: [REDACTED]
Manager Name: Wilson,Emma (NL4-1830)
Created On: April 22, 2018, 8:50:08 PM

Summary

Your recent job performance has met or exceeded Productivity expectations. Your manager and Amazon.com would like to take a moment to recognize your performance and thank you for your hard work.

Communication History

The following is a summary of your productivity feedback:

Level	Count	Most Recent
Documented Positive	10	April 11, 2018
Verbal Positive	20	April 04, 2018

Details of Current Incident/Specific Concerns

Process	Function	LC	Hours	Units	UPH	Expected	% to Goal	% to Curve	Was Borrowed
Pack Singles	Slam At Pack ItemPacked Total EACH	Level 5	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]

Performance Trend

Below is a summary of your past Productivity performance.

Period Start	Unit Count	Hours Worked	UPH	% to Goal	% to Curve	Exempted
April 11, 2018, 5:00:00 AM	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
April 04, 2018, 5:00:00 AM	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
March 28, 2018, 5:00:00 AM	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
March 21, 2018, 5:00:00 AM	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
March 14, 2018, 5:00:00 AM	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
March 07, 2018, 5:00:00 AM	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]

Associate Comments

Associate Signature: Acknowledged by [REDACTED] (BadgeID: [REDACTED])

Date: April 22, 2018, 8:50:08 PM

Manager Signature: Acknowledged by Wilson,Emma (BadgeID: 12371848)

Date: April 22, 2018, 8:50:08 PM

CONFIDENTIAL**AMZ-BRY002406**

CONFIDENTIAL

Acknowledged by associate on April 14, 2018, 7:50:14 PM - Delivered by Lee,David (leemdavi)

Supportive Feedback Document Productivity - Documented Positive

amazon.com

Associate Name: [REDACTED]
Manager Name: Wilson,Emma (NL4-1830)
Created On: April 14, 2018, 7:50:14 PM

Summary

Your recent job performance has met or exceeded Productivity expectations. Your manager and Amazon.com would like to take a moment to recognize your performance and thank you for your hard work.

Communication History

The following is a summary of your productivity feedback:

Level	Count	Most Recent
Verbal Positive	20	April 04, 2018
Documented Positive	9	March 28, 2018

Details of Current Incident/Specific Concerns

Process	Function	LC	Hours	Units	UPH	Expected	% to Goal	% to Curve	Was Borrowed
Pack Singles	Slam At Pack ItemPacked Total EACH	Level 5	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]

Performance Trend

Below is a summary of your past Productivity performance.

Period Start	Unit Count	Hours Worked	UPH	% to Goal	% to Curve	Exempted
April 04, 2018, 5:00:00 AM	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
March 28, 2018, 5:00:00 AM	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
March 21, 2018, 5:00:00 AM	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
March 14, 2018, 5:00:00 AM	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
March 07, 2018, 5:00:00 AM	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
February 28, 2018, 5:00:00 AM	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]

Associate Comments

Associate Signature: Acknowledged by [REDACTED] (BadgelD: [REDACTED])

Date: April 14, 2018, 7:50:14 PM

Manager Signature: Acknowledged by Lee,David (BadgelD: 12399077)

Date: April 14, 2018, 7:50:14 PM

CONFIDENTIAL**AMZ-BRY002407**

CONFIDENTIAL

Acknowledged by associate on April 01, 2018, 11:15:08 PM - Delivered by Persson,Brittany (perssonb)

Supportive Feedback Document Productivity - Documented Positive



Associate Name: [REDACTED]
Manager Name: Wilson,Emma (NL4-1830)
Created On: April 01, 2018, 11:15:08 PM

Summary

Your recent job performance has met or exceeded Productivity expectations. Your manager and Amazon.com would like to take a moment to recognize your performance and thank you for your hard work.

Communication History

The following is a summary of your productivity feedback:

Level	Count	Most Recent
Documented Positive	8	March 21, 2018
Verbal Positive	20	February 14, 2018

Details of Current Incident/Specific Concerns

Process	Function	LC	Hours	Units	UPH	Expected	% to Goal	% to Curve	Was Borrowed
Pack Singles	Slam At Pack ItemPacked Total EACH	Level 5	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]

Performance Trend

Below is a summary of your past Productivity performance.

Period Start	Unit Count	Hours Worked	UPH	% to Goal	% to Curve	Exempted
March 21, 2018, 5:00:00 AM	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
March 14, 2018, 5:00:00 AM	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
March 07, 2018, 5:00:00 AM	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
February 28, 2018, 5:00:00 AM	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
February 21, 2018, 5:00:00 AM	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
February 14, 2018, 5:00:00 AM	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]

Associate Comments

Associate Signature: Acknowledged by [REDACTED] (BadgeID: [REDACTED])

Date: April 01, 2018, 11:15:08 PM

Manager Signature: Acknowledged by Persson,Brittany (BadgeID: 11195178)

Date: April 01, 2018, 11:15:08 PM

CONFIDENTIAL**AMZ-BRY002408**

CONFIDENTIAL

Acknowledged by associate on March 28, 2018, 9:12:43 PM - Delivered by Wilson,Emma (emmwils)

Supportive Feedback Document Productivity - Documented Positive



Associate Name: [REDACTED]
Manager Name: Wilson,Emma (NL4-1830)
Created On: March 28, 2018, 9:12:43 PM

Summary

Your recent job performance has met or exceeded Productivity expectations. Your manager and Amazon.com would like to take a moment to recognize your performance and thank you for your hard work.

Communication History

The following is a summary of your productivity feedback:

Level	Count	Most Recent
Documented Positive	7	March 14, 2018
Verbal Positive	20	February 14, 2018

Details of Current Incident/Specific Concerns

Process	Function	LC	Hours	Units	UPH	Expected	% to Goal	% to Curve	Was Borrowed
Pack Singles	Slam At Pack ItemPacked Total EACH	Level 5	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]

Performance Trend

Below is a summary of your past Productivity performance.

Period Start	Unit Count	Hours Worked	UPH	% to Goal	% to Curve	Exempted
March 14, 2018, 5:00:00 AM	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
March 07, 2018, 5:00:00 AM	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
February 28, 2018, 5:00:00 AM	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
February 21, 2018, 5:00:00 AM	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
February 14, 2018, 5:00:00 AM	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
February 07, 2018, 5:00:00 AM	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]

Associate Comments

Associate Signature: Acknowledged by [REDACTED] (BadgeID: [REDACTED])

Date: March 28, 2018, 9:12:43 PM

Manager Signature: Acknowledged by Wilson,Emma (BadgeID: 12371848)

Date: March 28, 2018, 9:12:43 PM

CONFIDENTIAL**AMZ-BRY002409**

CONFIDENTIAL

Acknowledged by associate on March 18, 2018, 10:00:50 PM - Delivered by Wilson,Emma (emmwils)

Supportive Feedback Document Productivity - Documented Positive



Associate Name: [REDACTED]
Manager Name: Wilson,Emma (NL4-1830)
Created On: March 18, 2018, 10:00:50 PM

Summary

Your recent job performance has met or exceeded Productivity expectations. Your manager and Amazon.com would like to take a moment to recognize your performance and thank you for your hard work.

Communication History

The following is a summary of your productivity feedback:

Level	Count	Most Recent
Verbal Positive	20	February 14, 2018
Documented Positive	6	March 07, 2018

Details of Current Incident/Specific Concerns

Process	Function	LC	Hours	Units	UPH	Expected	% to Goal	% to Curve	Was Borrowed
Pack Singles	Slam At Pack ItemPacked Total EACH	Level 5	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]

Performance Trend

Below is a summary of your past Productivity performance.

Period Start	Unit Count	Hours Worked	UPH	% to Goal	% to Curve	Exempted
March 07, 2018, 5:00:00 AM	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
February 28, 2018, 5:00:00 AM	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
February 21, 2018, 5:00:00 AM	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
February 14, 2018, 5:00:00 AM	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
February 07, 2018, 5:00:00 AM	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
January 31, 2018, 5:00:00 AM	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]

Associate Comments

Associate Signature: Acknowledged by [REDACTED] (BadgeID: [REDACTED])

Date: March 18, 2018, 10:00:50 PM

Manager Signature: Acknowledged by Wilson,Emma (BadgeID: 12371848)

Date: March 18, 2018, 10:00:50 PM

CONFIDENTIAL**AMZ-BRY002410**

CONFIDENTIAL

Acknowledged by associate on March 11, 2018, 9:25:13 PM - Delivered by Wilson,Emma (emmwils)

Supportive Feedback Document Productivity - Documented Positive



Associate Name: [REDACTED]
Manager Name: Wilson,Emma (NL4-1830)
Created On: March 11, 2018, 9:25:13 PM

Summary

Your recent job performance has met or exceeded Productivity expectations. Your manager and Amazon.com would like to take a moment to recognize your performance and thank you for your hard work.

Communication History

The following is a summary of your productivity feedback:

Level	Count	Most Recent
Verbal Positive	20	February 14, 2018
Documented Positive	5	February 28, 2018

Details of Current Incident/Specific Concerns

Process	Function	LC	Hours	Units	UPH	Expected	% to Goal	% to Curve	Was Borrowed
Pack Singles	Slam At Pack ItemPacked Total EACH	Level 5	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]

Performance Trend

Below is a summary of your past Productivity performance.

Period Start	Unit Count	Hours Worked	UPH	% to Goal	% to Curve	Exempted
February 28, 2018, 5:00:00 AM	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
February 21, 2018, 5:00:00 AM	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
February 14, 2018, 5:00:00 AM	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
February 07, 2018, 5:00:00 AM	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
January 31, 2018, 5:00:00 AM	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
January 24, 2018, 5:00:00 AM	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]

Associate Comments

Associate Signature: Acknowledged by [REDACTED] (BadgeID: [REDACTED])

Date: March 11, 2018, 9:25:13 PM

Manager Signature: Acknowledged by Wilson,Emma (BadgeID: 12371848)

Date: March 11, 2018, 9:25:13 PM

CONFIDENTIAL**AMZ-BRY002411**

CONFIDENTIAL

Acknowledged by associate on March 04, 2018, 10:41:42 PM - Delivered by Wilson,Emma (emmwils)

Supportive Feedback Document Productivity - Documented Positive



Associate Name: [REDACTED]
Manager Name: Wilson,Emma (NL4-1830)
Created On: March 04, 2018, 10:41:42 PM

Summary

Your recent job performance has met or exceeded Productivity expectations. Your manager and Amazon.com would like to take a moment to recognize your performance and thank you for your hard work.

Communication History

The following is a summary of your productivity feedback:

Level	Count	Most Recent
Documented Positive	4	February 21, 2018
Verbal Positive	20	February 14, 2018

Details of Current Incident/Specific Concerns

Process	Function	LC	Hours	Units	UPH	Expected	% to Goal	% to Curve	Was Borrowed
Pack Singles	Slam At Pack ItemPacked Total EACH	Level 5	■	■	■	■	■	■	■

Performance Trend

Below is a summary of your past Productivity performance.

Period Start	Unit Count	Hours Worked	UPH	% to Goal	% to Curve	Exempted
February 21, 2018, 5:00:00 AM	■	■	■	■	■	■
February 14, 2018, 5:00:00 AM	■	■	■	■	■	■
February 07, 2018, 5:00:00 AM	■	■	■	■	■	■
January 31, 2018, 5:00:00 AM	■	■	■	■	■	■
January 24, 2018, 5:00:00 AM	■	■	■	■	■	■
January 17, 2018, 5:00:00 AM	■	■	■	■	■	■

Associate Comments

Associate Signature: Acknowledged by [REDACTED] (BadgeID: [REDACTED])

Date: March 04, 2018, 10:41:42 PM

Manager Signature: Acknowledged by Wilson,Emma (BadgeID: 12371848)

Date: March 04, 2018, 10:41:42 PM

CONFIDENTIAL**AMZ-BRY002412**

CONFIDENTIAL

Acknowledged by associate on February 25, 2018, 11:14:50 PM - Delivered by Wilson,Emma (emmwils)

Supportive Feedback Document Productivity - Documented Positive



Associate Name: [REDACTED]
Manager Name: Wilson,Emma (NL4-1830)
Created On: February 25, 2018, 11:14:50 PM

Summary

Your recent job performance has met or exceeded Productivity expectations. Your manager and Amazon.com would like to take a moment to recognize your performance and thank you for your hard work.

Communication History

The following is a summary of your productivity feedback:

Level	Count	Most Recent
Documented Positive	3	January 31, 2018
Verbal Positive	20	February 14, 2018

Details of Current Incident/Specific Concerns

Process	Function	LC	Hours	Units	UPH	Expected	% to Goal	% to Curve	Was Borrowed
Pack Singles	Slam At Pack ItemPacked Total EACH	Level 5	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]

Performance Trend

Below is a summary of your past Productivity performance.

Period Start	Unit Count	Hours Worked	UPH	% to Goal	% to Curve	Exempted
February 14, 2018, 5:00:00 AM	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
February 07, 2018, 5:00:00 AM	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
January 31, 2018, 5:00:00 AM	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
January 24, 2018, 5:00:00 AM	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
January 17, 2018, 5:00:00 AM	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
January 10, 2018, 5:00:00 AM	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]

Associate Comments

Associate Signature: Acknowledged by [REDACTED] (BadgeID: [REDACTED])

Date: February 25, 2018, 11:14:50 PM

Manager Signature: Acknowledged by Wilson,Emma (BadgeID: 12371848)

Date: February 25, 2018, 11:14:50 PM

CONFIDENTIAL**AMZ-BRY002413**

CONFIDENTIAL

Acknowledged by associate on February 10, 2018, 9:56:32 PM - Delivered by Lee,David (leemdavi)

Supportive Feedback Document Productivity - Documented Positive



Associate Name: [REDACTED]
Manager Name: Wilson,Emma (NL4-1830)
Created On: February 10, 2018, 9:56:32 PM

Summary

Your recent job performance has met or exceeded Productivity expectations. Your manager and Amazon.com would like to take a moment to recognize your performance and thank you for your hard work.

Communication History

The following is a summary of your productivity feedback:

Level	Count	Most Recent
Verbal Positive	20	January 10, 2018
Documented Positive	1	January 17, 2018

Details of Current Incident/Specific Concerns

Process	Function	LC	Hours	Units	UPH	Expected	% to Goal	% to Curve	Was Borrowed
Pack Singles	Slam At Pack ItemPacked Total EACH	Level 5	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]

Performance Trend

Below is a summary of your past Productivity performance.

Period Start	Unit Count	Hours Worked	UPH	% to Goal	% to Curve	Exempted
January 24, 2018, 5:00:00 AM	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
January 17, 2018, 5:00:00 AM	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
January 10, 2018, 5:00:00 AM	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
January 03, 2018, 5:00:00 AM	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
December 27, 2017, 5:00:00 AM	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
December 20, 2017, 5:00:00 AM	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]

Associate Comments

Associate Signature: Acknowledged by [REDACTED] (BadgelD: [REDACTED])

Date: February 10, 2018, 9:56:32 PM

Manager Signature: Acknowledged by Lee,David (BadgelD: 12399077)

Date: February 10, 2018, 9:56:32 PM

CONFIDENTIAL**AMZ-BRY002414**

CONFIDENTIAL

Acknowledged by associate on February 10, 2018, 9:56:12 PM - Delivered by Lee,David (leemdavi)

Supportive Feedback Document Productivity - Documented Positive



Associate Name: [REDACTED]
Manager Name: Wilson,Emma (NL4-1830)
Created On: February 10, 2018, 9:56:12 PM

Summary

Your recent job performance has met or exceeded Productivity expectations. Your manager and Amazon.com would like to take a moment to recognize your performance and thank you for your hard work.

Communication History

The following is a summary of your productivity feedback:

Level	Count	Most Recent
Verbal Positive	20	January 10, 2018
Documented Positive	1	January 17, 2018

Details of Current Incident/Specific Concerns

Process	Function	LC	Hours	Units	UPH	Expected	% to Goal	% to Curve	Was Borrowed
Pack Singles	Slam At Pack ItemPacked Total EACH	Level 5	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]

Performance Trend

Below is a summary of your past Productivity performance.

Period Start	Unit Count	Hours Worked	UPH	% to Goal	% to Curve	Exempted
January 17, 2018, 5:00:00 AM	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
January 10, 2018, 5:00:00 AM	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
January 03, 2018, 5:00:00 AM	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
December 27, 2017, 5:00:00 AM	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
December 20, 2017, 5:00:00 AM	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
December 13, 2017, 5:00:00 AM	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]

Associate Comments

Associate Signature: Acknowledged by [REDACTED] (BadgelD: [REDACTED])

Date: February 10, 2018, 9:56:12 PM

Manager Signature: Acknowledged by Lee,David (BadgelD: 12399077)

Date: February 10, 2018, 9:56:12 PM

CONFIDENTIAL**AMZ-BRY002415**

CONFIDENTIAL

Acknowledged by associate on January 20, 2018, 8:02:36 PM - Delivered by Lee,David Eunwoo (leemdavi)

Supportive Feedback Document Productivity - Documented Positive



Associate Name: [REDACTED]
Manager Name: Wilson, Emma (NL4-1830)
Created On: January 20, 2018, 8:02:36 PM

Summary

Your recent job performance has met or exceeded Productivity expectations. Your manager and Amazon.com would like to take a moment to recognize your performance and thank you for your hard work.

Communication History

The following is a summary of your productivity feedback:

Level	Count	Most Recent
Verbal Positive	20	January 10, 2018

Details of Current Incident/Specific Concerns

Process	Function	LC	Hours	Units	UPH	Expected	% to Goal	% to Curve	Was Borrowed
Pack Singles	Slam At Pack ItemPacked Total EACH	Level 5	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]

Performance Trend

Below is a summary of your past Productivity performance.

Period Start	Unit Count	Hours Worked	UPH	% to Goal	% to Curve	Exempted
January 10, 2018, 5:00:00 AM	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
January 03, 2018, 5:00:00 AM	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
December 27, 2017, 5:00:00 AM	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
December 20, 2017, 5:00:00 AM	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
December 13, 2017, 5:00:00 AM	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
December 06, 2017, 5:00:00 AM	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]

Associate Comments

Associate Signature: Acknowledged by [REDACTED] (BadgeID: [REDACTED])

Date: January 20, 2018, 8:02:36 PM

Manager Signature: Acknowledged by Lee,David Eunwoo (BadgeID: 12399077)

Date: January 20, 2018, 8:02:36 PM

CONFIDENTIAL**AMZ-BRY002416**

CONFIDENTIAL

Acknowledged by associate on Sep 12, 2016 7:47:41 PM - Delivered by Babatunde,Oluwakonyinsola Alexander (oluwakob)

Supportive Feedback Document Productivity - Documented Positive



Associate Name: [REDACTED] ([REDACTED])
Manager Name: Wilmington, Stephen A. (NL4-1830)
Created On: Sep 12, 2016 7:47:41 PM

Summary

Your recent job performance has met or exceeded Productivity expectations. Your manager and Amazon.com would like to take a moment to recognize your performance and thank you for your hard work.

Communication History

Below is a summary of your Productivity communications

Level	Count	Most Recent
Documented Coaching	3	May 18, 2016
Documented Positive	5	Aug 17, 2016
Verbal Coaching	3	Apr 13, 2016
Verbal Positive	35	Aug 31, 2016

Details of Current Incident/Specific Concerns

Process	Function	LC	Hours	Units	UPH	Expected	% to Goal	% to Curve	Was Borrowed
Pack Singles	Scan Verify ItemPacked Total EACH	Level 5	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
Pack Singles	Scan Verify Small ItemPacked Total EACH	Level 5	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]

Performance Trend

Below is a summary of your past Productivity performance.

Period Start	Unit Count	Hours Worked	UPH	% to Goal	% to Curve	Exempted
Aug 31, 2016 5:00:00 AM	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
Aug 24, 2016 5:00:00 AM	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
Aug 17, 2016 5:00:00 AM	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
Aug 10, 2016 5:00:00 AM	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
Aug 3, 2016 5:00:00 AM	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
Jul 27, 2016 5:00:00 AM	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]

Associate Comments

Associate Signature: Acknowledged by [REDACTED] ([REDACTED]) (BadgeID [REDACTED])

Date: Sep 12, 2016 7:47:41 PM

Manager Signature: Acknowledged by Babatunde,Oluwakonyinsola Alexander (BadgeID: 11364900)

Date: Sep 12, 2016 7:47:41 PM

CONFIDENTIAL**AMZ-BRY002417**

CONFIDENTIAL

Acknowledged by associate on Aug 21, 2016 10:09:03 PM - Delivered by Babatunde,Oluwakonyinsola Alexander (oluwakob)

Supportive Feedback Document Productivity - Documented Positive



Associate Name: [REDACTED] ([REDACTED])
Manager Name: Wilmington, Stephen A. (NL4-1830)
Created On: Aug 21, 2016 10:09:04 PM

Summary

Your recent job performance has met or exceeded Productivity expectations. Your manager and Amazon.com would like to take a moment to recognize your performance and thank you for your hard work.

Communication History

Below is a summary of your Productivity communications

Level	Count	Most Recent
Verbal Positive	36	Aug 3, 2016
Verbal Coaching	3	Apr 13, 2016
Documented Coaching	3	May 18, 2016
Documented Positive	4	Aug 10, 2016

Details of Current Incident/Specific Concerns

Process	Function	LC	Hours	Units	UPH	Expected	% to Goal	% to Curve	Was Borrowed
Pack Singles	Scan Verify ItemPacked Total EACH	Level 5	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
Pack Singles	Scan Verify Small ItemPacked Total EACH	Level 5	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]

Performance Trend

Below is a summary of your past Productivity performance.

Period Start	Unit Count	Hours Worked	UPH	% to Goal	% to Curve	Exempted
Aug 10, 2016 5:00:00 AM	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
Aug 3, 2016 5:00:00 AM	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
Jul 27, 2016 5:00:00 AM	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
Jul 20, 2016 5:00:00 AM	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
Jul 13, 2016 5:00:00 AM	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
Jul 6, 2016 5:00:00 AM	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]

Associate Comments

Associate Signature: Acknowledged by [REDACTED] ([REDACTED]) (BadgeID: [REDACTED])

Date: Aug 21, 2016 10:09:03 PM

Manager Signature: Acknowledged by Babatunde,Oluwakonyinsola Alexander (BadgeID: 11364900)

Date: Aug 21, 2016 10:09:03 PM

CONFIDENTIAL**AMZ-BRY002418**

CONFIDENTIAL

Acknowledged by associate on Aug 15, 2016 10:07:44 PM - Delivered by Babatunde,Oluwakonyinsola Alexander (oluwakob)

Supportive Feedback Document Productivity - Documented Positive



Associate Name: [REDACTED] ([REDACTED])
Manager Name: Wilmington, Stephen A. (NL4-1830)
Created On: Aug 15, 2016 10:07:44 PM

Summary

Your recent job performance has met or exceeded Productivity expectations. Your manager and Amazon.com would like to take a moment to recognize your performance and thank you for your hard work.

Communication History

Below is a summary of your Productivity communications

Level	Count	Most Recent
Verbal Positive	37	Aug 3, 2016
Documented Positive	3	Jul 27, 2016
Verbal Coaching	3	Apr 13, 2016
Documented Coaching	3	May 18, 2016

Details of Current Incident/Specific Concerns

Process	Function	LC	Hours	Units	UPH	Expected	% to Goal	% to Curve	Was Borrowed
Pack Singles	Scan Verify ItemPacked Total EACH	Level 5	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
Pack Singles	Scan Verify Small ItemPacked Total EACH	Level 5	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]

Performance Trend

Below is a summary of your past Productivity performance.

Period Start	Unit Count	Hours Worked	UPH	% to Goal	% to Curve	Exempted
Aug 3, 2016 5:00:00 AM	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
Jul 27, 2016 5:00:00 AM	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
Jul 20, 2016 5:00:00 AM	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
Jul 13, 2016 5:00:00 AM	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
Jul 6, 2016 5:00:00 AM	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
Jun 29, 2016 5:00:00 AM	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]

Associate Comments

Associate Signature: Acknowledged by [REDACTED] ([REDACTED]) (BadgeID: [REDACTED])

Date: Aug 15, 2016 10:07:44 PM

Manager Signature: Acknowledged by Babatunde,Oluwakonyinsola Alexander (BadgeID: 11364900)

Date: Aug 15, 2016 10:07:44 PM

CONFIDENTIAL**AMZ-BRY002419**

CONFIDENTIAL

Acknowledged by associate on Jul 28, 2016 1:38:04 AM - Delivered by McRavion, Beth Ann (mcravion)

Supportive Feedback Document Productivity - Documented Positive



Associate Name: [REDACTED] ([REDACTED])
 Manager Name: Wilmington, Stephen A. (NL4-1830)
 Created On: Jul 28, 2016 1:38:04 AM

Summary

Your recent job performance has met or exceeded Productivity expectations. Your manager and Amazon.com would like to take a moment to recognize your performance and thank you for your hard work.

Communication History

Below is a summary of your Productivity communications

Level	Count	Most Recent
Verbal Positive	38	Jul 13, 2016
Documented Positive	2	Jul 20, 2016
Documented Coaching	3	May 18, 2016
Verbal Coaching	3	Apr 13, 2016

Details of Current Incident/Specific Concerns

Process	Function	LC	Hours	Units	UPH	Expected	% to Goal	% to Curve	Was Borrowed
Pack Singles	Scan Verify ItemPacked Total EACH	Level 5	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
Pack Singles	Scan Verify Small ItemPacked Total EACH	Level 5	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]

Performance Trend

Below is a summary of your past Productivity performance.

Period Start	Unit Count	Hours Worked	UPH	% to Goal	% to Curve	Exempted
Jul 20, 2016 5:00:00 AM	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
Jul 13, 2016 5:00:00 AM	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
Jul 6, 2016 5:00:00 AM	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
Jun 29, 2016 5:00:00 AM	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
Jun 22, 2016 5:00:00 AM	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
Jun 15, 2016 5:00:00 AM	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]

Associate Comments

Associate Signature: Acknowledged by [REDACTED] ([REDACTED]) (BadgeID: [REDACTED])

Date: Jul 28, 2016 1:38:04 AM

Manager Signature: Acknowledged by McRavion, Beth Ann (BadgeID: 11364964)

Date: Jul 28, 2016 1:38:04 AM

CONFIDENTIAL**AMZ-BRY002420**

CONFIDENTIAL

Acknowledged by associate on Jul 24, 2016 8:26:07 PM - Delivered by Babatunde,Oluwakonyinsola Alexander (oluwakob)

Supportive Feedback Document Productivity - Documented Positive



Associate Name: [REDACTED] ([REDACTED])
Manager Name: Wilmington, Stephen A. (NL4-1830)
Created On: Jul 24, 2016 8:26:07 PM

Summary

Your recent job performance has met or exceeded Productivity expectations. Your manager and Amazon.com would like to take a moment to recognize your performance and thank you for your hard work.

Communication History

Below is a summary of your Productivity communications

Level	Count	Most Recent
Verbal Positive	39	Jul 13, 2016
Documented Positive	1	Sep 23, 2015
Verbal Coaching	3	Apr 13, 2016
Documented Coaching	3	May 18, 2016

Details of Current Incident/Specific Concerns

Process	Function	LC	Hours	Units	UPH	Expected	% to Goal	% to Curve	Was Borrowed
Pack Singles	Scan Verify ItemPacked Total EACH	Level 5	■	■	■	■	■	■	■
Pack Singles	Scan Verify Small ItemPacked Total EACH	Level 5	■	■	■	■	■	■	■

Performance Trend

Below is a summary of your past Productivity performance.

Period Start	Unit Count	Hours Worked	UPH	% to Goal	% to Curve	Exempted
Jul 13, 2016 5:00:00 AM	■	■	■	■	■	■
Jul 6, 2016 5:00:00 AM	■	■	■	■	■	■
Jun 29, 2016 5:00:00 AM	■	■	■	■	■	■
Jun 22, 2016 5:00:00 AM	■	■	■	■	■	■
Jun 15, 2016 5:00:00 AM	■	■	■	■	■	■
Jun 8, 2016 5:00:00 AM	■	■	■	■	■	■

Associate Comments

Associate Signature: Acknowledged by [REDACTED] (BadgeID: [REDACTED])

Date: Jul 24, 2016 8:26:07 PM

Manager Signature: Acknowledged by Babatunde,Oluwakonyinsola Alexander (BadgeID: 11364900)

Date: Jul 24, 2016 8:26:07 PM

CONFIDENTIAL**AMZ-BRY002421**

CONFIDENTIAL

Acknowledged by associate on Sep 29, 2015 10:25:06 PM - Delivered by Powell,Misha (mishap)

Supportive Feedback Document Productivity - Documented Positive



Associate Name: [REDACTED] ([REDACTED])

Manager Name: Powell,Misha (NL4-1830)

Created On: Sep 29, 2015 10:25:06 PM

Summary

Your recent job performance has met or exceeded Productivity expectations. Your manager and Amazon.com would like to take a moment to recognize your performance and thank you for your hard work.

Communication History

Below is a summary of your Productivity communications

Level	Count	Most Recent
Verbal Positive	15	Sep 16, 2015
Verbal Coaching	1	Jun 24, 2015

Details of Current Incident/Specific Concerns

Process	Function	LC	Hours	Units	UPH	Expected	% to Goal	% to Curve	Was Borrowed
Pack Singles	Scan Verify	Level 16+	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
Pack Singles	Scan Verify Small	Level 16+	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]

Performance Trend

Below is a summary of your past Productivity performance.

Period Start	Unit Count	Hours Worked	UPH	% to Goal	% to Curve	Exempted
Sep 16, 2015 5:00:00 AM	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
Sep 9, 2015 5:00:00 AM	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
Sep 2, 2015 5:00:00 AM	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
Aug 26, 2015 5:00:00 AM	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
Aug 19, 2015 5:00:00 AM	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
Aug 12, 2015 5:00:00 AM	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]

Associate Comments

Associate Signature: Acknowledged by [REDACTED] ([REDACTED]) (BadgeID: [REDACTED])

Date: Sep 29, 2015 10:25:06 PM

Manager Signature: Acknowledged by Powell,Misha (BadgeID: 0037967)

Date: Sep 29, 2015 10:25:06 PM

CONFIDENTIAL**AMZ-BRY002422**

CONFIDENTIAL

Acknowledged by associate on July 16, 2019, 11:45:00 PM - Delivered by Ramrattan,Courtney (ramrattc)

Supportive Feedback Document Productivity - Documented Positive



Associate Name: [REDACTED]
Manager Name: Ramrattan,Courtney (NL4-1830)
Created On: July 16, 2019, 11:45:00 PM

Summary

Your recent job performance has met or exceeded Productivity expectations. Your manager and Amazon.com would like to take a moment to recognize your performance and thank you for your hard work.

Communication History

The following is a summary of your productivity feedback:

Level	Count	Most Recent
Verbal Positive	21	June 26, 2019
First Written	1	April 24, 2019
Verbal Coaching	1	September 26, 2018
Documented Coaching	2	May 08, 2019
Documented Positive	2	July 03, 2019

Details of Current Incident/Specific Concerns

Process	Function	LC	Hours	Units	UPH	Expected	% to Goal	% to Curve	Was Borrowed
Pack - Lev/Autofold	SmartPac ItemPacked Total EACH	Level 2	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
Pack - Lev/Autofold	SmartPac ItemPacked Total EACH	Level 3	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]

Performance Trend

Below is a summary of your past Productivity performance.

Period Start	Unit Count	Hours Worked	UPH	% to Goal	% to Curve	Exempted
July 03, 2019, 5:00:00 AM	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
June 26, 2019, 5:00:00 AM	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
June 19, 2019, 5:00:00 AM	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
June 12, 2019, 5:00:00 AM	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
June 05, 2019, 5:00:00 AM	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
May 29, 2019, 5:00:00 AM	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]

Associate Comments

Associate Signature: Acknowledged by [REDACTED] (BadgeID: [REDACTED])

Date: July 16, 2019, 11:45:00 PM

Manager Signature: Acknowledged by Ramrattan,Courtney (BadgeID: 12126509)

Date: July 16, 2019, 11:45:00 PM

CONFIDENTIAL**AMZ-BRY002423**

CONFIDENTIAL

Acknowledged by associate on February 05, 2019, 7:52:30 PM - Delivered by Ramrattan,Courtney (ramrattc)

Supportive Feedback Document Productivity Trend - Documented Coaching



Associate Name: [REDACTED]
Manager Name: Ramrattan,Courtney (NL4-1830)
Created On: February 05, 2019, 7:52:30 PM

Summary

Your recent job performance is not meeting Productivity expectations. Meeting performance standards is a critical component of your job. This document provides specific details about your performance and how you are not meeting expectations. In addition, this document describes the steps you and your manager will take to assist you in improving your performance. As a part of this conversation we are interested in understanding what barriers you think need to be removed, or what improvements can be made which would potentially assist you in improving your performance.

Communication History

The following is a summary of your productivity feedback:

Level	Count	Most Recent
Verbal Coaching	1	September 26, 2018
Verbal Positive	18	December 12, 2018
Documented Positive	11	August 29, 2018

Details of Current Incident/Specific Concerns

You have not met Productivity expectations 2 out of the last 6 weeks. See the Trend section below for further details.

Process	Function	LC	Hours	Units	UPH	Expected	% to Goal	% to Curve	Was Borrowed
Pack Singles	Slam At Pack ItemPacked Total EACH	Level 5	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]

Performance Trend

Below is a summary of your past Productivity performance.

Period Start	Unit Count	Hours Worked	UPH	% to Goal	% to Curve	Exempted
January 23, 2019, 5:00:00 AM	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
January 16, 2019, 5:00:00 AM	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
January 09, 2019, 5:00:00 AM	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
January 02, 2019, 5:00:00 AM	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
December 26, 2018, 5:00:00 AM	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
December 19, 2018, 5:00:00 AM	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]

Areas of Improvement Required by Associate

You are expected to meet 100% of the productivity performance expectation. Please note that if an associate receives a 2nd final or a total of 6 documented counseling write-ups in a rolling 12 months, their employment will end. We are committed to assisting you in improving your productivity performance, and will assist you in addressing any job related barriers that are impacting your ability to meet productivity performance expectations.

Associate Comments

Associate Signature: Acknowledged by [REDACTED] (BadgeID: [REDACTED])

Date: February 05, 2019, 7:52:30 PM

Manager Signature: Acknowledged by Ramrattan,Courtney (BadgeID: 12126509)

Date: February 05, 2019, 7:52:30 PM

CONFIDENTIAL**AMZ-BRY002424**

CONFIDENTIAL

Acknowledged by associate on May 22, 2016 10:37:47 PM - Delivered by Powell,Misha (mishap)

Supportive Feedback Document Productivity Trend - Documented Coaching



Associate Name: [REDACTED] ([REDACTED])
 Manager Name: Nguyen, Deborah Hang (NL4-1830)
 Created On: May 22, 2016 10:37:47 PM

Summary

Your recent job performance is not meeting Productivity expectations. Meeting performance standards is a critical component of your job. This document provides specific details about your performance and how you are not meeting expectations. In addition, this document describes the steps you and your manager will take to assist you in improving your performance. As a part of this conversation we are interested in understanding what barriers you think need to be removed, or what improvements can be made which would potentially assist you in improving your performance.

Communication History

Below is a summary of your Productivity Trend communications

Level	Count	Most Recent
Documented Positive	1	Sep 23, 2015
Documented Coaching	2	Jan 27, 2016
Verbal Coaching	4	Apr 13, 2016
Verbal Positive	36	May 11, 2016

Details of Current Incident/Specific Concerns

You have not met Productivity expectations 2 out of the last 6 weeks. See the Trend section below for further details.

Process	Function	LC	Hours	Units	UPH	Expected	% to Goal	% to Curve	Was Borrowed
Pack Singles	Scan Verify Small ItemPacked Total EACH	Level 5	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
Pack Singles	Scan Verify ItemPacked Total EACH	Level 5	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
Chuting	Scan Verify AFE ItemPacked Total EACH	Level 5	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]

Performance Trend

Below is a summary of your past Productivity performance.

Period Start	Unit Count	Hours Worked	UPH	% to Goal	% to Curve	Exempted
May 11, 2016 5:00:00 AM	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
May 4, 2016 5:00:00 AM	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
Apr 27, 2016 5:00:00 AM	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
Apr 20, 2016 5:00:00 AM	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
Apr 13, 2016 5:00:00 AM	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
Apr 6, 2016 5:00:00 AM	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]

Areas of Improvement Required by Associate

You are expected to meet 100% of the productivity performance expectation. Please note that If an associate receives a 2nd final or a total of 6 documented counseling write-ups in a rolling 12 months, their employment will end. We are committed to assisting you in improving your productivity performance, and will assist you in addressing any job related barriers that are impacting your ability to meet productivity performance expectations.

Associate Comments

Associate Signature: Acknowledged by [REDACTED] (BadgeID: [REDACTED])

Date: May 22, 2016 10:37:47 PM

CONFIDENTIAL

AMZ-BRY002426

Manager Signature: Acknowledged by Powell,Misha (BadgeID: 0037967)

Date: May 22, 2016 10:37:47 PM

CONFIDENTIAL

Acknowledged by associate on Jan 28, 2016 1:54:47 AM - Delivered by Powell,Misha (mishap)

Supportive Feedback Document

Productivity Trend - Documented Coaching



Associate Name: [REDACTED] ([REDACTED])

Manager Name: Powell,Misha (NL4-1830)

Created On: Jan 28, 2016 1:54:47 AM

Summary

Your recent job performance is not meeting Productivity expectations. Meeting performance standards is a critical component of your job. This document provides specific details about your performance and how you are not meeting expectations. In addition, this document describes the steps you and your manager will take to assist you in improving your performance. As a part of this conversation we are interested in understanding what barriers you think need to be removed, or what improvements can be made which would potentially assist you in improving your performance.

Communication History

Below is a summary of your Productivity Trend communications

Level	Count	Most Recent
Documented Coaching	1	Nov 25, 2015
Verbal Positive	23	Jan 13, 2016
Verbal Coaching	3	Dec 3, 2015
Documented Positive	1	Sep 23, 2015

Details of Current Incident/Specific Concerns

You have not met Productivity expectations 3 out of the last 6 weeks. See the Trend section below for further details.

Process	Function	LC	Hours	Units	UPH	Expected	% to Goal	% to Curve	Was Borrowed
Pack Singles	Scan Verify Small ItemPacked Total EACH	Level 5	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
Pack Singles	Scan Verify ItemPacked Total EACH	Level 5	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]

Performance Trend

Below is a summary of your past Productivity performance.

Period Start	Unit Count	Hours Worked	UPH	% to Goal	% to Curve	Exempted
Jan 20, 2016 5:00:00 AM	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
Jan 13, 2016 5:00:00 AM	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
Jan 6, 2016 5:00:00 AM	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
Dec 30, 2015 5:00:00 AM	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
Dec 23, 2015 5:00:00 AM	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
Dec 16, 2015 5:00:00 AM	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]

Areas of Improvement Required by Associate

You are expected to meet 100% of the productivity performance expectation. Please note that if an associate receives a 2nd final or a total of 6 documented counseling write-ups in a rolling 12 months, their employment will end. We are committed to assisting you in improving your productivity performance, and will assist you in addressing any job related barriers that are impacting your ability to meet productivity performance expectations.

Associate Comments

Associate Signature: Acknowledged by [REDACTED] (BadgeID: [REDACTED])

Date: Jan 28, 2016 1:54:47 AM

CONFIDENTIAL**AMZ-BRY002428**

CONFIDENTIAL

Manager Signature: Acknowledged by Powell,Misha (BadgeID: 0037967)

Date: Jan 28, 2016 1:54:47 AM

CONFIDENTIAL

AMZ-BRY002429

CONFIDENTIAL

Acknowledged by associate on Dec 1, 2015 12:21:36 AM - Delivered by Powell,Misha (mishap)

Supportive Feedback Document Productivity Trend - Documented Coaching



Associate Name: [REDACTED] ([REDACTED])

Manager Name: Powell,Misha (NL4-1830)

Created On: Dec 1, 2015 12:21:36 AM

Summary

Your recent job performance is not meeting Productivity expectations. Meeting performance standards is a critical component of your job. This document provides specific details about your performance and how you are not meeting expectations. In addition, this document describes the steps you and your manager will take to assist you in improving your performance. As a part of this conversation we are interested in understanding what barriers you think need to be removed, or what improvements can be made which would potentially assist you in improving your performance.

Communication History

Below is a summary of your Productivity Trend communications

Level	Count	Most Recent
Verbal Coaching	2	Nov 11, 2015
Verbal Positive	21	Nov 4, 2015
Documented Positive	1	Sep 23, 2015

Details of Current Incident/Specific Concerns

You have not met Productivity expectations 2 out of the last 6 weeks. See the Trend section below for further details.

Process	Function	LC	Hours	Units	UPH	Expected	% to Goal	% to Curve	Was Borrowed
Pack Singles	Scan Verify Small ItemPacked Total EACH	Level 5	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]

Performance Trend

Below is a summary of your past Productivity performance.

Period Start	Unit Count	Hours Worked	UPH	% to Goal	% to Curve	Exempted
Nov 18, 2015 5:00:00 AM	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
Nov 11, 2015 5:00:00 AM	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
Nov 4, 2015 5:00:00 AM	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
Oct 28, 2015 5:00:00 AM	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
Oct 21, 2015 5:00:00 AM	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
Oct 14, 2015 5:00:00 AM	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]

Areas of Improvement Required by Associate

You are expected to meet 100% of the productivity performance expectation. Please note that if an associate receives a 2nd final or a total of 6 documented counseling write-ups in a rolling 12 months, their employment will end. We are committed to assisting you in improving your productivity performance, and will assist you in addressing any job related barriers that are impacting your ability to meet productivity performance expectations.

Associate Comments

Associate Signature: Acknowledged by [REDACTED] (BadgeID: [REDACTED])

Date: Dec 1, 2015 12:21:36 AM

Manager Signature: Acknowledged by Powell,Misha (BadgeID: 0037967)

Date: Dec 1, 2015 12:21:36 AM

CONFIDENTIAL**AMZ-BRY002430**

CONFIDENTIAL

Acknowledged by associate on May 13, 2019, 9:33:11 PM - Delivered by Ramrattan,Courtney (ramrattc)

Supportive Feedback Document

Productivity Trend - Documented Coaching



Associate Name: [REDACTED]
Manager Name: Ramrattan,Courtney (NL4-1830)
Created On: May 13, 2019, 9:33:11 PM

Summary

Your recent job performance is not meeting Productivity expectations. Meeting performance standards is a critical component of your job. This document provides specific details about your performance and how you are not meeting expectations. In addition, this document describes the steps you and your manager will take to assist you in improving your performance. As a part of this conversation we are interested in understanding what barriers you think need to be removed, or what improvements can be made which would potentially assist you in improving your performance.

Communication History

The following is a summary of your productivity feedback:

Level	Count	Most Recent
First Written	1	April 24, 2019
Verbal Coaching	1	September 26, 2018
Documented Positive	1	August 29, 2018
Verbal Positive	15	December 12, 2018
Documented Coaching	1	January 30, 2019

Details of Current Incident/Specific Concerns

You have not met Productivity expectations 2 out of the last 6 weeks. See the Trend section below for further details.

Process	Function	LC	Hours	Units	UPH	Expected	% to Goal	% to Curve	Was Borrowed
Pack Singles	Scan Verify Large ItemPacked Total EACH	Level 5	■	■	■	■	■	■	■
Pack Singles	Slam At Pack ItemPacked Total EACH	Level 5	■	■	■	■	■	■	■

Performance Trend

Below is a summary of your past Productivity performance.

Period Start	Unit Count	Hours Worked	UPH	% to Goal	% to Curve	Exempted
May 01, 2019, 5:00:00 AM	■	■	■	■	■	■
April 24, 2019, 5:00:00 AM	■	■	■	■	■	■
April 17, 2019, 5:00:00 AM	■	■	■	■	■	■
April 10, 2019, 5:00:00 AM	■	■	■	■	■	■
April 03, 2019, 5:00:00 AM	■	■	■	■	■	■

Areas of Improvement Required by Associate

You are expected to meet 100% of the productivity performance expectation. Please note that if an associate receives a 2nd final or a total of 6 documented counseling write-ups in a rolling 12 months, their employment will end. We are committed to assisting you in improving your productivity performance, and will assist you in addressing any job related barriers that are impacting your ability to meet productivity performance expectations.

Associate Comments

Associate Signature: Acknowledged by [REDACTED] (BadgelD: [REDACTED])

Date: May 13, 2019, 9:33:11 PM

CONFIDENTIAL**AMZ-BRY002432**

CONFIDENTIAL

Manager Signature: Acknowledged by Ramrattan,Courtney (BadgeID: 12126509)

Date: May 13, 2019, 9:33:11 PM

CONFIDENTIAL

AMZ-BRY002433

CONFIDENTIAL

Acknowledged by associate on February 05, 2019, 7:52:30 PM - Delivered by Ramrattan,Courtney (ramrattc)

Supportive Feedback Document Productivity Trend - Documented Coaching



Associate Name: [REDACTED]
Manager Name: Ramrattan,Courtney (NL4-1830)
Created On: February 05, 2019, 7:52:30 PM

Summary

Your recent job performance is not meeting Productivity expectations. Meeting performance standards is a critical component of your job. This document provides specific details about your performance and how you are not meeting expectations. In addition, this document describes the steps you and your manager will take to assist you in improving your performance. As a part of this conversation we are interested in understanding what barriers you think need to be removed, or what improvements can be made which would potentially assist you in improving your performance.

Communication History

The following is a summary of your productivity feedback:

Level	Count	Most Recent
Verbal Coaching	1	September 26, 2018
Verbal Positive	18	December 12, 2018
Documented Positive	11	August 29, 2018

Details of Current Incident/Specific Concerns

You have not met Productivity expectations 2 out of the last 6 weeks. See the Trend section below for further details.

Process	Function	LC	Hours	Units	UPH	Expected	% to Goal	% to Curve	Was Borrowed
Pack Singles	Slam At Pack ItemPacked Total EACH	Level 5	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]

Performance Trend

Below is a summary of your past Productivity performance.

Period Start	Unit Count	Hours Worked	UPH	% to Goal	% to Curve	Exempted
January 23, 2019, 5:00:00 AM	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
January 16, 2019, 5:00:00 AM	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
January 09, 2019, 5:00:00 AM	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
January 02, 2019, 5:00:00 AM	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
December 26, 2018, 5:00:00 AM	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
December 19, 2018, 5:00:00 AM	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]

Areas of Improvement Required by Associate

You are expected to meet 100% of the productivity performance expectation. Please note that if an associate receives a 2nd final or a total of 6 documented counseling write-ups in a rolling 12 months, their employment will end. We are committed to assisting you in improving your productivity performance, and will assist you in addressing any job related barriers that are impacting your ability to meet productivity performance expectations.

Associate Comments

Associate Signature: Acknowledged by [REDACTED] (BadgeID: [REDACTED])

Date: February 05, 2019, 7:52:30 PM

Manager Signature: Acknowledged by Ramrattan,Courtney (BadgeID: 12126509)

Date: February 05, 2019, 7:52:30 PM

CONFIDENTIAL**AMZ-BRY002434**

CONFIDENTIAL

Acknowledged by associate on May 22, 2016 10:37:47 PM - Delivered by Powell,Misha (mishap)

Supportive Feedback Document Productivity Trend - Documented Coaching



Associate Name: [REDACTED] ([REDACTED])
 Manager Name: Nguyen, Deborah Hang (NL4-1830)
 Created On: May 22, 2016 10:37:47 PM

Summary

Your recent job performance is not meeting Productivity expectations. Meeting performance standards is a critical component of your job. This document provides specific details about your performance and how you are not meeting expectations. In addition, this document describes the steps you and your manager will take to assist you in improving your performance. As a part of this conversation we are interested in understanding what barriers you think need to be removed, or what improvements can be made which would potentially assist you in improving your performance.

Communication History

Below is a summary of your Productivity Trend communications

Level	Count	Most Recent
Documented Positive	1	Sep 23, 2015
Documented Coaching	2	Jan 27, 2016
Verbal Coaching	4	Apr 13, 2016
Verbal Positive	36	May 11, 2016

Details of Current Incident/Specific Concerns

You have not met Productivity expectations 2 out of the last 6 weeks. See the Trend section below for further details.

Process	Function	LC	Hours	Units	UPH	Expected	% to Goal	% to Curve	Was Borrowed
Pack Singles	Scan Verify Small ItemPacked Total EACH	Level 5	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
Pack Singles	Scan Verify ItemPacked Total EACH	Level 5	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
Chuting	Scan Verify AFE ItemPacked Total EACH	Level 5	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]

Performance Trend

Below is a summary of your past Productivity performance.

Period Start	Unit Count	Hours Worked	UPH	% to Goal	% to Curve	Exempted
May 11, 2016 5:00:00 AM	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
May 4, 2016 5:00:00 AM	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
Apr 27, 2016 5:00:00 AM	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
Apr 20, 2016 5:00:00 AM	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
Apr 13, 2016 5:00:00 AM	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
Apr 6, 2016 5:00:00 AM	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]

Areas of Improvement Required by Associate

You are expected to meet 100% of the productivity performance expectation. Please note that If an associate receives a 2nd final or a total of 6 documented counseling write-ups in a rolling 12 months, their employment will end. We are committed to assisting you in improving your productivity performance, and will assist you in addressing any job related barriers that are impacting your ability to meet productivity performance expectations.

Associate Comments

Associate Signature: Acknowledged by [REDACTED] (BadgeID: [REDACTED])

Date: May 22, 2016 10:37:47 PM

CONFIDENTIAL

AMZ-BRY002436

Manager Signature: Acknowledged by Powell,Misha (BadgeID: 0037967)

Date: May 22, 2016 10:37:47 PM

CONFIDENTIAL

Acknowledged by associate on Jan 28, 2016 1:54:47 AM - Delivered by Powell,Misha (mishap)

Supportive Feedback Document

Productivity Trend - Documented Coaching



Associate Name: [REDACTED] ([REDACTED])

Manager Name: Powell,Misha (NL4-1830)

Created On: Jan 28, 2016 1:54:47 AM

Summary

Your recent job performance is not meeting Productivity expectations. Meeting performance standards is a critical component of your job. This document provides specific details about your performance and how you are not meeting expectations. In addition, this document describes the steps you and your manager will take to assist you in improving your performance. As a part of this conversation we are interested in understanding what barriers you think need to be removed, or what improvements can be made which would potentially assist you in improving your performance.

Communication History

Below is a summary of your Productivity Trend communications

Level	Count	Most Recent
Documented Coaching	1	Nov 25, 2015
Verbal Positive	23	Jan 13, 2016
Verbal Coaching	3	Dec 3, 2015
Documented Positive	1	Sep 23, 2015

Details of Current Incident/Specific Concerns

You have not met Productivity expectations 3 out of the last 6 weeks. See the Trend section below for further details.

Process	Function	LC	Hours	Units	UPH	Expected	% to Goal	% to Curve	Was Borrowed
Pack Singles	Scan Verify Small ItemPacked Total EACH	Level 5	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
Pack Singles	Scan Verify ItemPacked Total EACH	Level 5	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]

Performance Trend

Below is a summary of your past Productivity performance.

Period Start	Unit Count	Hours Worked	UPH	% to Goal	% to Curve	Exempted
Jan 20, 2016 5:00:00 AM	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
Jan 13, 2016 5:00:00 AM	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
Jan 6, 2016 5:00:00 AM	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
Dec 30, 2015 5:00:00 AM	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
Dec 23, 2015 5:00:00 AM	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
Dec 16, 2015 5:00:00 AM	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]

Areas of Improvement Required by Associate

You are expected to meet 100% of the productivity performance expectation. Please note that if an associate receives a 2nd final or a total of 6 documented counseling write-ups in a rolling 12 months, their employment will end. We are committed to assisting you in improving your productivity performance, and will assist you in addressing any job related barriers that are impacting your ability to meet productivity performance expectations.

Associate Comments

Associate Signature: Acknowledged by [REDACTED] (BadgeID: [REDACTED])

Date: Jan 28, 2016 1:54:47 AM

CONFIDENTIAL**AMZ-BRY002438**

CONFIDENTIAL

Manager Signature: Acknowledged by Powell,Misha (BadgeID: 0037967)

Date: Jan 28, 2016 1:54:47 AM

CONFIDENTIAL

AMZ-BRY002439

CONFIDENTIAL

Acknowledged by associate on Dec 1, 2015 12:21:36 AM - Delivered by Powell,Misha (mishap)

Supportive Feedback Document

Productivity Trend - Documented Coaching



Associate Name: [REDACTED] ([REDACTED])

Manager Name: Powell,Misha (NL4-1830)

Created On: Dec 1, 2015 12:21:36 AM

Summary

Your recent job performance is not meeting Productivity expectations. Meeting performance standards is a critical component of your job. This document provides specific details about your performance and how you are not meeting expectations. In addition, this document describes the steps you and your manager will take to assist you in improving your performance. As a part of this conversation we are interested in understanding what barriers you think need to be removed, or what improvements can be made which would potentially assist you in improving your performance.

Communication History

Below is a summary of your Productivity Trend communications

Level	Count	Most Recent
Verbal Coaching	2	Nov 11, 2015
Verbal Positive	21	Nov 4, 2015
Documented Positive	1	Sep 23, 2015

Details of Current Incident/Specific Concerns

You have not met Productivity expectations 2 out of the last 6 weeks. See the Trend section below for further details.

Process	Function	LC	Hours	Units	UPH	Expected	% to Goal	% to Curve	Was Borrowed
Pack Singles	Scan Verify Small ItemPacked Total EACH	Level 5	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]

Performance Trend

Below is a summary of your past Productivity performance.

Period Start	Unit Count	Hours Worked	UPH	% to Goal	% to Curve	Exempted
Nov 18, 2015 5:00:00 AM	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
Nov 11, 2015 5:00:00 AM	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
Nov 4, 2015 5:00:00 AM	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
Oct 28, 2015 5:00:00 AM	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
Oct 21, 2015 5:00:00 AM	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
Oct 14, 2015 5:00:00 AM	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]

Areas of Improvement Required by Associate

You are expected to meet 100% of the productivity performance expectation. Please note that if an associate receives a 2nd final or a total of 6 documented counseling write-ups in a rolling 12 months, their employment will end. We are committed to assisting you in improving your productivity performance, and will assist you in addressing any job related barriers that are impacting your ability to meet productivity performance expectations.

Associate Comments

Associate Signature: Acknowledged by [REDACTED] (BadgeID: [REDACTED])

Date: Dec 1, 2015 12:21:36 AM

Manager Signature: Acknowledged by Powell,Misha (BadgeID: 0037967)

Date: Dec 1, 2015 12:21:36 AM

CONFIDENTIAL**AMZ-BRY002440**

CONFIDENTIAL

Acknowledged by associate on May 13, 2019, 9:33:11 PM - Delivered by Ramrattan,Courtney (ramrattc)

Supportive Feedback Document

Productivity Trend - Documented Coaching



Associate Name: [REDACTED]
Manager Name: Ramrattan,Courtney (NL4-1830)
Created On: May 13, 2019, 9:33:11 PM

Summary

Your recent job performance is not meeting Productivity expectations. Meeting performance standards is a critical component of your job. This document provides specific details about your performance and how you are not meeting expectations. In addition, this document describes the steps you and your manager will take to assist you in improving your performance. As a part of this conversation we are interested in understanding what barriers you think need to be removed, or what improvements can be made which would potentially assist you in improving your performance.

Communication History

The following is a summary of your productivity feedback:

Level	Count	Most Recent
First Written	1	April 24, 2019
Verbal Coaching	1	September 26, 2018
Documented Positive	1	August 29, 2018
Verbal Positive	15	December 12, 2018
Documented Coaching	1	January 30, 2019

Details of Current Incident/Specific Concerns

You have not met Productivity expectations 2 out of the last 6 weeks. See the Trend section below for further details.

Process	Function	LC	Hours	Units	UPH	Expected	% to Goal	% to Curve	Was Borrowed
Pack Singles	Scan Verify Large ItemPacked Total EACH	Level 5	■	■	■	■	■	■	■
Pack Singles	Slam At Pack ItemPacked Total EACH	Level 5	■	■	■	■	■	■	■

Performance Trend

Below is a summary of your past Productivity performance.

Period Start	Unit Count	Hours Worked	UPH	% to Goal	% to Curve	Exempted
May 01, 2019, 5:00:00 AM	■	■	■	■	■	■
April 24, 2019, 5:00:00 AM	■	■	■	■	■	■
April 17, 2019, 5:00:00 AM	■	■	■	■	■	■
April 10, 2019, 5:00:00 AM	■	■	■	■	■	■
April 03, 2019, 5:00:00 AM	■	■	■	■	■	■

Areas of Improvement Required by Associate

You are expected to meet 100% of the productivity performance expectation. Please note that if an associate receives a 2nd final or a total of 6 documented counseling write-ups in a rolling 12 months, their employment will end. We are committed to assisting you in improving your productivity performance, and will assist you in addressing any job related barriers that are impacting your ability to meet productivity performance expectations.

Associate Comments

Associate Signature: Acknowledged by [REDACTED] (BadgelD: [REDACTED])

Date: May 13, 2019, 9:33:11 PM

CONFIDENTIAL**AMZ-BRY002442**

CONFIDENTIAL

Manager Signature: Acknowledged by Ramrattan,Courtney (BadgeID: 12126509)

Date: May 13, 2019, 9:33:11 PM

CONFIDENTIAL

AMZ-BRY002443

CONFIDENTIAL



7/25/2019



Dear [REDACTED] (EEID: [REDACTED])

This letter confirms that the date of involuntary termination of your employment with Amazon.com Services, Inc. is July 26, 2019.

You have executed a Confidentiality and Invention Assignment Agreement with the Company. You are reminded that certain provisions of the agreement survive the termination of your employment with the Company and remain in full force and effect. Your agreement is available for review in the MyDocs portal for 90 calendar days after the end of your employment.

We wish you the best in your future endeavors.

Sincerely,
Amazon Human Resources



CONFIDENTIAL



AMZ-BRY002444

CONFIDENTIAL



12/16/2019



Dear [REDACTED] (EEID: [REDACTED])

This letter confirms that the date of involuntary termination of your employment with Amazon.com Services, Inc. is December 16, 2019.

You have executed a Confidentiality and Invention Assignment Agreement with the Company. You are reminded that certain provisions of the agreement survive the termination of your employment with the Company and remain in full force and effect. Your agreement is available for review in the MyDocs portal for 90 calendar days after the end of your employment.

We wish you the best in your future endeavors.

Sincerely,
Amazon Human Resources



CONFIDENTIAL



AMZ-BRY002445

CONFIDENTIAL



7/25/2019



Dear [REDACTED] (EEID: [REDACTED])

This letter confirms that the date of involuntary termination of your employment with Amazon.com Services, Inc. is July 26, 2019.

You have executed a Confidentiality and Invention Assignment Agreement with the Company. You are reminded that certain provisions of the agreement survive the termination of your employment with the Company and remain in full force and effect. Your agreement is available for review in the MyDocs portal for 90 calendar days after the end of your employment.

We wish you the best in your future endeavors.

Sincerely,
Amazon Human Resources



[REDACTED]
CONFIDENTIAL

[REDACTED]
AMZ-BRY002446

CONFIDENTIAL



12/16/2019



Dear [REDACTED] (EEID: [REDACTED])

This letter confirms that the date of involuntary termination of your employment with Amazon.com Services, Inc. is December 16, 2019.

You have executed a Confidentiality and Invention Assignment Agreement with the Company. You are reminded that certain provisions of the agreement survive the termination of your employment with the Company and remain in full force and effect. Your agreement is available for review in the MyDocs portal for 90 calendar days after the end of your employment.

We wish you the best in your future endeavors.

Sincerely,
Amazon Human Resources



CONFIDENTIAL



AMZ-BRY002447

CONFIDENTIAL

Acknowledged by associate on May 13, 2019, 9:35:55 PM - Delivered by Ramrattan,Courtney (ramrattc)

Supportive Feedback Document Behavioral - Documented Coaching



Associate Name: Oliver,Kwandell (kwandelo)
Manager Name: Ramrattan,Courtney (NL4-1830)
Created On: May 13, 2019, 9:35:55 PM



Summary

Your recent job performance is not meeting Behavioral expectations. Meeting performance standards is a critical component of your job. This document provides specific details about your performance and how you are not meeting expectations. In addition, this document describes the steps you and your manager will take to assist you in improving your performance. As a part of this conversation we are interested in understanding what barriers you think need to be removed, or what improvements can be made which would potentially assist you in improving your performance.

Communication History

The following is a summary of your behavioral feedback:

Level	Count	Most Recent
Documented Positive	1	June 06, 2018, 8:46:01 PM
Final Written	1	March 20, 2019, 1:15:33 AM

Details of Current Incident/Specific Concerns

On 3/11/19 at approximately 3:15am you told an AA to tell your manager to suck your dick. During your STU you stated, "I do not talk in those words. I have no issues with him." The following feedback pertains to Amazon's Standards of Conduct as a Category 2 violation of the Standards of Conduct. The policy classifies abusive, vulgar, or harassing language to a supervisor, fellow associate, or vendor as a Category 2 violation of the Standards of Conduct.

Areas of Improvement Required by Associate

The Standards of Conduct strive to establish a collaborative, non-hostile work environment. The acts of inappropriate behavior creates a hostile atmosphere and may offend others. You are expected to be in compliance with the Standards of Conduct policy at all times while working in the Fulfillment Center. Continued violation of this policy may result in further corrective action, up to and including termination.

Associate Comments

Associate Signature: Acknowledged by Oliver,Kwandell (BadgeID: 0070762)

Date: May 13, 2019, 9:35:55 PM

Manager Signature: Acknowledged by Ramrattan,Courtney (BadgeID: 12126509)

Date: May 13, 2019, 9:35:55 PM

CONFIDENTIAL

AMZ-BRY002368

CONFIDENTIAL

Acknowledged by associate on October 11, 2019, 9:45:47 PM - Delivered by vvas,sam y (vyss)

Supportive Feedback Document Unpaid Personal Time - Notice

amazon.com

Associate Name: [REDACTED]

Manager Name: vvas,sam y (NK7-1800)

Created On: October 11, 2019, 9:45:47 PM

Summary

We value you as a team member and appreciate the effort you give to ensure we are the Earth's most customer centric company! As an owner, we want you to be successful. You start your employment with a bank of Unpaid Personal Time (UPT), in addition to paid vacation and personal time. Your UPT bank is refreshed with an additional 20 hours each quarter (up to a maximum of 80 hours). This conversation is to make sure you know where you stand with your bank of UPT and the date your bank will be refreshed. This is just a friendly reminder: if your UPT balance is depleted past zero and you have no paid personal time available or other approved leave options, as described in the attendance policy, termination of employment will occur. So, please make sure you track your UPT balance and manage your time. If you have questions or need help, just ask!

Communication History

The following is a summary of your unpaid personal time feedback:

Level	Count	Most Recent
Notice	1	August 30, 2019, 12:00:00 AM

Details of Current Incident/Specific Concerns

We value you as a team member and appreciate the effort you give to ensure we are the Earth's most customer centric company! As an owner, we want you to be successful. You start your employment with a bank of Unpaid Personal Time (UPT), in addition to paid vacation and personal time. Your UPT bank is refreshed with an additional 20 hours each quarter (up to a maximum of 80 hours). This conversation is to make sure you know where you stand with your bank of UPT and the date your bank will be refreshed. Your next 20-hour allotment of UPT will be deposited into your UPT bank on: **January 01, 2020**, Current UPT Balance is 7, As of: **October 10, 2019**

Associate Comments

Associate Signature: Acknowledged by [REDACTED] (BadgeID: [REDACTED])

Date: October 11, 2019, 9:45:47 PM

Manager Signature: Acknowledged by vvas,sam y (BadgeID: 11222602)

Date: October 11, 2019, 9:45:47 PM

CONFIDENTIAL

AMZ-BRY002200

CONFIDENTIAL

Refused to sign by associate on September 04, 2019, 1:36:38 AM - Delivered by Gruber,Krista (grubk)

Supportive Feedback Document Unpaid Personal Time - Notice

**Associate Name:** [REDACTED]**Manager Name:** vyas,sam y (NK7-1800)**Created On:** September 04, 2019, 1:36:38 AM

Summary

We value you as a team member and appreciate the effort you give to ensure we are the Earth's most customer centric company! As an owner, we want you to be successful. You start your employment with a bank of Unpaid Personal Time (UPT), in addition to paid vacation and personal time. Your UPT bank is refreshed with an additional 20 hours each quarter (up to a maximum of 80 hours). This conversation is to make sure you know where you stand with your bank of UPT and the date your bank will be refreshed. This is just a friendly reminder: if your UPT balance is depleted past zero and you have no paid personal time available or other approved leave options, as described in the attendance policy, termination of employment will occur. So, please make sure you track your UPT balance and manage your time. If you have questions or need help, just ask!

Communication History

The following is a summary of your unpaid personal time feedback:

Level	Count	Most Recent
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Details of Current Incident/Specific Concerns

We value you as a team member and appreciate the effort you give to ensure we are the Earth's most customer centric company! As an owner, we want you to be successful. You start your employment with a bank of Unpaid Personal Time (UPT), in addition to paid vacation and personal time. Your UPT bank is refreshed with an additional 20 hours each quarter (up to a maximum of 80 hours). This conversation is to make sure you know where you stand with your bank of UPT and the date your bank will be refreshed. Your next 20-hour allotment of UPT will be deposited into your UPT bank on:

October 01, 2019, Current UPT Balance is **9**, As of: **August 30, 2019**

Associate Comments

9 hrs - AA also inquired about medical leave in April 2020

Associate Signature: [REDACTED] REFUSED TO SIGN**Date:** September 04, 2019, 1:36:38 AM**Manager Signature:** Acknowledged by Gruber,Krista (BadgeID: 0128308)**Date:** September 04, 2019, 1:36:38 AM**CONFIDENTIAL****AMZ-BRY002201**

CONFIDENTIAL

Acknowledged by associate on December 28, 2019, 1:56:37 AM - Delivered by Sadlier, Jacob Richard (sadjacob)

Supportive Feedback Document Attendance - Termination

**Associate Name:** [REDACTED]**Manager Name:** Anderson, Christopher Ryan (NK7-1800)**Created On:** December 28, 2019, 1:56:37 AM

Summary

Your recent job performance is not meeting Attendance expectations. Meeting performance standards is a critical component of your job. This document provides specific details about your performance and how you are not meeting expectations.

Communication History

The following is a summary of your attendance feedback:

Level	Count	Most Recent
Notice	2	October 10, 2019, 12:00:00 AM

Details of Current Incident/Specific Concerns

Your current UPT balance is -6. You are expected to meet 100% of the attendance performance expectation. We are committed to assisting you in improving your attendance performance, and will assist you in addressing any job related barriers that are impacting your ability to meet attendance performance expectations.

Associate Comments

I acknowledge that I have been informed of my right to appeal this feedback if I meet all eligibility requirements defined by the Appeals Policy, and that I know where to obtain an appeals packet.

Associate Signature: Acknowledged by [REDACTED] (BadgeID: [REDACTED])**Date:** December 28, 2019, 1:56:37 AM**Manager Signature:** Acknowledged by Sadlier, Jacob Richard (BadgeID: 0023246)**Date:** December 28, 2019, 1:56:37 AM**CONFIDENTIAL****AMZ-BRY002202**

CONFIDENTIAL

Acknowledged by associate on October 11, 2019, 9:45:47 PM - Delivered by vvas,sam y (vyss)

Supportive Feedback Document Unpaid Personal Time - Notice

**Associate Name:** [REDACTED]**Manager Name:** vvas,sam y (NK7-1800)**Created On:** October 11, 2019, 9:45:47 PM

Summary

We value you as a team member and appreciate the effort you give to ensure we are the Earth's most customer centric company! As an owner, we want you to be successful. You start your employment with a bank of Unpaid Personal Time (UPT), in addition to paid vacation and personal time. Your UPT bank is refreshed with an additional 20 hours each quarter (up to a maximum of 80 hours). This conversation is to make sure you know where you stand with your bank of UPT and the date your bank will be refreshed. This is just a friendly reminder: if your UPT balance is depleted past zero and you have no paid personal time available or other approved leave options, as described in the attendance policy, termination of employment will occur. So, please make sure you track your UPT balance and manage your time. If you have questions or need help, just ask!

Communication History

The following is a summary of your unpaid personal time feedback:

Level	Count	Most Recent
Notice	1	August 30, 2019, 12:00:00 AM

Details of Current Incident/Specific Concerns

We value you as a team member and appreciate the effort you give to ensure we are the Earth's most customer centric company! As an owner, we want you to be successful. You start your employment with a bank of Unpaid Personal Time (UPT), in addition to paid vacation and personal time. Your UPT bank is refreshed with an additional 20 hours each quarter (up to a maximum of 80 hours). This conversation is to make sure you know where you stand with your bank of UPT and the date your bank will be refreshed. Your next 20-hour allotment of UPT will be deposited into your UPT bank on: **January 01, 2020**, Current UPT Balance is 7, As of: **October 10, 2019**

Associate Comments

Associate Signature: Acknowledged by [REDACTED] (BadgeID: [REDACTED])**Date:** October 11, 2019, 9:45:47 PM**Manager Signature:** Acknowledged by vvas,sam y (BadgeID: 11222602)**Date:** October 11, 2019, 9:45:47 PM**CONFIDENTIAL****AMZ-BRY002203**

CONFIDENTIAL

Refused to sign by associate on September 04, 2019, 1:36:38 AM - Delivered by Gruber,Krista (grubk)

Supportive Feedback Document Unpaid Personal Time - Notice

**Associate Name:** [REDACTED]**Manager Name:** vyas,sam y (NK7-1800)**Created On:** September 04, 2019, 1:36:38 AM

Summary

We value you as a team member and appreciate the effort you give to ensure we are the Earth's most customer centric company! As an owner, we want you to be successful. You start your employment with a bank of Unpaid Personal Time (UPT), in addition to paid vacation and personal time. Your UPT bank is refreshed with an additional 20 hours each quarter (up to a maximum of 80 hours). This conversation is to make sure you know where you stand with your bank of UPT and the date your bank will be refreshed. This is just a friendly reminder: if your UPT balance is depleted past zero and you have no paid personal time available or other approved leave options, as described in the attendance policy, termination of employment will occur. So, please make sure you track your UPT balance and manage your time. If you have questions or need help, just ask!

Communication History

The following is a summary of your unpaid personal time feedback:

Level	Count	Most Recent
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Details of Current Incident/Specific Concerns

We value you as a team member and appreciate the effort you give to ensure we are the Earth's most customer centric company! As an owner, we want you to be successful. You start your employment with a bank of Unpaid Personal Time (UPT), in addition to paid vacation and personal time. Your UPT bank is refreshed with an additional 20 hours each quarter (up to a maximum of 80 hours). This conversation is to make sure you know where you stand with your bank of UPT and the date your bank will be refreshed. Your next 20-hour allotment of UPT will be deposited into your UPT bank on: **October 01, 2019**, Current UPT Balance is **9**, As of: **August 30, 2019**

Associate Comments

9 hrs - AA also inquired about medical leave in April 2020

Associate Signature: [REDACTED] REFUSED TO SIGN**Date:** September 04, 2019, 1:36:38 AM**Manager Signature:** Acknowledged by Gruber,Krista (BadgeID: 0128308)**Date:** September 04, 2019, 1:36:38 AM**CONFIDENTIAL****AMZ-BRY002204**

CONFIDENTIAL

Acknowledged by associate on December 28, 2019, 1:56:37 AM - Delivered by Sadlier, Jacob Richard (sadjacob)

Supportive Feedback Document Attendance - Termination



Associate Name: [REDACTED]
Manager Name: Anderson, Christopher Ryan (NK7-1800)
Created On: December 28, 2019, 1:56:37 AM

Summary

Your recent job performance is not meeting Attendance expectations. Meeting performance standards is a critical component of your job. This document provides specific details about your performance and how you are not meeting expectations.

Communication History

The following is a summary of your attendance feedback:

Level	Count	Most Recent
Notice	2	October 10, 2019, 12:00:00 AM

Details of Current Incident/Specific Concerns

Your current UPT balance is -6. You are expected to meet 100% of the attendance performance expectation. We are committed to assisting you in improving your attendance performance, and will assist you in addressing any job related barriers that are impacting your ability to meet attendance performance expectations.

Associate Comments

I acknowledge that I have been informed of my right to appeal this feedback if I meet all eligibility requirements defined by the Appeals Policy, and that I know where to obtain an appeals packet.

Associate Signature: Acknowledged by [REDACTED] (BadgeID: [REDACTED])

Date: December 28, 2019, 1:56:37 AM

Manager Signature: Acknowledged by Sadlier, Jacob Richard (BadgeID: 0023246)

Date: December 28, 2019, 1:56:37 AM

CONFIDENTIAL**AMZ-BRY002205**

CONFIDENTIAL

Acknowledged by associate on October 11, 2019, 9:44:43 PM - Delivered by vyas,sam y (vyss)

Supportive Feedback Document Behavioral - Documented Coaching

**Associate Name:** [REDACTED]**Manager Name:** vyas,sam y (NK7-1800)**Created On:** October 11, 2019, 9:44:43 PM

Summary

Your recent job performance is not meeting Behavioral expectations. Meeting performance standards is a critical component of your job. This document provides specific details about your performance and how you are not meeting expectations. In addition, this document describes the steps you and your manager will take to assist you in improving your performance. As a part of this conversation we are interested in understanding what barriers you think need to be removed, or what improvements can be made which would potentially assist you in improving your performance.

Communication History

The following is a summary of your behavioral feedback:

Level	Count	Most Recent
Verbal Coaching	1	September 19, 2019, 11:04:26 AM

Details of Current Incident/Specific Concerns

What is an IRDR Error? The Inventory Record Defect Rate (IRDR) Count is a weekly Cycle Count performed on a random sample of bins in the FC to measure the underlying Defect Rate of EWR4's bins. Extensive research by the Data Analyst team allows us to identify the Root Cause and the Associate responsible for most IRDR defects. When a defect type that is not already covered by the SQPR Quality Policy (Stow Shorts for Inbound, False Pick Shorts for Outbound, or SBC and CC False Ad Hocs for ICQA) is discovered during the IRDR Count, this research allows us to provide Supportive Quality Performance Feedback to associates. Defect Type: Stow - Stowed Not Scanned Bin Location: [REDACTED] ASIN: [REDACTED] Date that Error was Created: 09/10/19 Date that Error was Found: 10/08/19 Notes: Stower stowed not scan item to IRDR then moved item to a short container 2 aft-ps csXPBLJ7V4N vtcsXPBLJ7V4Nbin --see video

Areas of Improvement Required by Associate

You are expected to meet 100% of the Quality Performance expectation. Please note that if an associate receives 2 finals or a total of 6 documented counseling write-ups in a rolling 12 months, their employment will end. We are committed to assisting you in improving your quality performance, and will assist you in addressing any job related barriers that are impacting your ability to meet quality expectations.

Associate Comments

Associate Signature: Acknowledged by [REDACTED] (BadgeID: [REDACTED])**Date:** October 11, 2019, 9:44:43 PM**Manager Signature:** Acknowledged by vyas,sam y (BadgeID: 11222602)**Date:** October 11, 2019, 9:44:43 PM**CONFIDENTIAL****AMZ-BRY002206**

CONFIDENTIAL

Acknowledged by associate on November 06, 2019, 1:18:27 AM - Delivered by Gillard,Jordan (gillark)

Supportive Feedback Document Behavioral - First Written



Associate Name: [REDACTED]
Manager Name: Anderson,Christopher Ryan (NK7-1800)
Created On: November 06, 2019, 1:18:27 AM

Summary

Your recent job performance is not meeting Behavioral expectations. Meeting performance standards is a critical component of your job. This document provides specific details about your performance and how you are not meeting expectations. In addition, this document describes the steps you and your manager will take to assist you in improving your performance. As a part of this conversation we are interested in understanding what barriers you think need to be removed, or what improvements can be made which would potentially assist you in improving your performance.

Communication History

The following is a summary of your behavioral feedback:

Level	Count	Most Recent
Verbal Coaching	1	September 19, 2019, 11:04:26 AM
First Written	1	October 16, 2019, 5:51:05 AM
Documented Coaching	1	October 09, 2019, 9:40:28 PM

Details of Current Incident/Specific Concerns

The following feedback pertains to Amazon's Standards of Conduct as a Category 2 violation of the Standards of Conduct. The policy classifies abusive, vulgar, or harassing language to a supervisor, fellow associate, or vendor as a Category 2 violation of the Standards of Conduct. On October 22, 2019, you stated to your Area Manager Krista Gruber that you wanted to "rip off her mouth" and "punch her"; after she'd delivered the feedback from the week before.

Areas of Improvement Required by Associate

The Standards of Conduct strive to establish a collaborative, non-hostile work environment. The acts of inappropriate behavior creates a hostile atmosphere and may offend others. You are expected to be in compliance with the Standards of Conduct policy at all times while working in the Fulfillment Center. Continued violation of this policy may result in further corrective action, up to and including termination.

Associate Comments

Associate Signature: Acknowledged by [REDACTED] (BadgeID: [REDACTED])

Date: November 06, 2019, 1:18:27 AM

Manager Signature: Acknowledged by Gillard,Jordan (BadgeID: 12303324)

Date: November 06, 2019, 1:18:27 AM

CONFIDENTIAL**AMZ-BRY002207**

CONFIDENTIAL

Acknowledged by associate on October 11, 2019, 9:44:43 PM - Delivered by vvas,sam y (vyss)

Supportive Feedback Document Behavioral - Documented Coaching

**Associate Name:** [REDACTED]**Manager Name:** vvas,sam y (NK7-1800)**Created On:** October 11, 2019, 9:44:43 PM

Summary

Your recent job performance is not meeting Behavioral expectations. Meeting performance standards is a critical component of your job. This document provides specific details about your performance and how you are not meeting expectations. In addition, this document describes the steps you and your manager will take to assist you in improving your performance. As a part of this conversation we are interested in understanding what barriers you think need to be removed, or what improvements can be made which would potentially assist you in improving your performance.

Communication History

The following is a summary of your behavioral feedback:

Level	Count	Most Recent
Verbal Coaching	1	September 19, 2019, 11:04:26 AM

Details of Current Incident/Specific Concerns

What is an IRDR Error? The Inventory Record Defect Rate (IRDR) Count is a weekly Cycle Count performed on a random sample of bins in the FC to measure the underlying Defect Rate of EWR4's bins. Extensive research by the Data Analyst team allows us to identify the Root Cause and the Associate responsible for most IRDR defects. When a defect type that is not already covered by the SQPR Quality Policy (Stow Shorts for Inbound, False Pick Shorts for Outbound, or SBC and CC False Ad Hocs for ICQA) is discovered during the IRDR Count, this research allows us to provide Supportive Quality Performance Feedback to associates. Defect Type: Stow - Stowed Not Scanned Bin Location: [REDACTED] ASIN: [REDACTED] Date that Error was Created: 09/10/19 Date that Error was Found: 10/08/19 Notes: Stower stowed not scan item to IRDR then moved item to a short container 2 aft-ps csXPBLJ7V4N vtcsXPBLJ7V4Nbin --see video

Areas of Improvement Required by Associate

You are expected to meet 100% of the Quality Performance expectation. Please note that if an associate receives 2 finals or a total of 6 documented counseling write-ups in a rolling 12 months, their employment will end. We are committed to assisting you in improving your quality performance, and will assist you in addressing any job related barriers that are impacting your ability to meet quality expectations.

Associate Comments

Associate Signature: Acknowledged by [REDACTED] (BadgeID: [REDACTED])**Date:** October 11, 2019, 9:44:43 PM**Manager Signature:** Acknowledged by vvas,sam y (BadgeID: 11222602)**Date:** October 11, 2019, 9:44:43 PM**CONFIDENTIAL****AMZ-BRY002208**

CONFIDENTIAL

Acknowledged by associate on November 06, 2019, 1:18:27 AM - Delivered by Gillard,Jordan (gillark)

Supportive Feedback Document Behavioral - First Written



Associate Name: [REDACTED]
Manager Name: Anderson,Christopher Ryan (NK7-1800)
Created On: November 06, 2019, 1:18:27 AM

Summary

Your recent job performance is not meeting Behavioral expectations. Meeting performance standards is a critical component of your job. This document provides specific details about your performance and how you are not meeting expectations. In addition, this document describes the steps you and your manager will take to assist you in improving your performance. As a part of this conversation we are interested in understanding what barriers you think need to be removed, or what improvements can be made which would potentially assist you in improving your performance.

Communication History

The following is a summary of your behavioral feedback:

Level	Count	Most Recent
Verbal Coaching	1	September 19, 2019, 11:04:26 AM
First Written	1	October 16, 2019, 5:51:05 AM
Documented Coaching	1	October 09, 2019, 9:40:28 PM

Details of Current Incident/Specific Concerns

The following feedback pertains to Amazon's Standards of Conduct as a Category 2 violation of the Standards of Conduct. The policy classifies abusive, vulgar, or harassing language to a supervisor, fellow associate, or vendor as a Category 2 violation of the Standards of Conduct. On October 22, 2019, you stated to your Area Manager Krista Gruber that you wanted to "rip off her mouth" and "punch her"; after she'd delivered the feedback from the week before.

Areas of Improvement Required by Associate

The Standards of Conduct strive to establish a collaborative, non-hostile work environment. The acts of inappropriate behavior creates a hostile atmosphere and may offend others. You are expected to be in compliance with the Standards of Conduct policy at all times while working in the Fulfillment Center. Continued violation of this policy may result in further corrective action, up to and including termination.

Associate Comments

Associate Signature: Acknowledged by [REDACTED] (BadgeID: [REDACTED])

Date: November 06, 2019, 1:18:27 AM

Manager Signature: Acknowledged by Gillard,Jordan (BadgeID: 12303324)

Date: November 06, 2019, 1:18:27 AM

CONFIDENTIAL**AMZ-BRY002209**

CONFIDENTIAL

Refused to sign by associate on October 16, 2019, 7:49:10 PM - Delivered by Gruber,Krista (grubk)

Supportive Feedback Document Behavioral Time Off Task - First Written



Associate Name: [REDACTED]

Manager Name: vyas,sam y (NK7-1800)

Created On: October 16, 2019, 7:49:10 PM

Summary

Your recent job performance is not meeting Behavioral Time Off Task expectations. Meeting performance standards is a critical component of your job. This document provides specific details about your performance and how you are not meeting expectations. In addition, this document describes the steps you and your manager will take to assist you in improving your performance. As a part of this conversation we are interested in understanding what barriers you think need to be removed, or what improvements can be made which would potentially assist you in improving your performance.

Communication History

The following is a summary of your behavioral time off task feedback:

Level	Count	Most Recent
Verbal Coaching	1	September 19, 2019, 11:04:26 AM
Documented Coaching	1	October 09, 2019, 9:40:28 PM

Details of Current Incident/Specific Concerns

Your recent time-on-task performance has fallen below behavioral expectations. On shift 10/14/2019 at various points throughout your scheduled shift you were observed to be off-task for a total of [REDACTED] minutes. During a 'Seek to understand' conversation you stated that you could not recall being off task for [REDACTED]s, you experienced high pod gap and used the restroom. These behaviors are violations of Amazon's Standards of Conduct and Attendance policy. "Failure to adhere to starting time, quitting time, or break time policies, or wasting time" is considered a Category 2 violation of the Standards of Conduct.

Areas of Improvement Required by Associate

Associate commitment to completing assigned tasks is critical in order to be Earth's most customer-centric company. As owners, we count on you to help achieve this mission. Your customers and teammates count on you to remain on task and complete your assigned job duties. For every scheduled ten hour shift, Amazon provides two 15 minute breaks, a 30 minute lunch period, two meetings at the start of shift and after lunch, and account for travel time between work areas. However, failure to adhere to start times, quitting times, or break time policies, as well as wasting time, will be addressed through performance management using coaching or corrective actions. This is a violation of the Amazon Standards of Conduct policy. It is important for you to understand that meeting task standards is a critical component of your job. Please note that If an associate receives 2 finals or a total of 6 documented counseling write-ups in a rolling 12 months, their employment will end. Further Standard of Conduct violations may result in corrective action, up to and including termination.

Associate Comments

Associate Signature: [REDACTED] REFUSED TO SIGN

Date: October 16, 2019, 7:49:10 PM

Manager Signature: Acknowledged by Gruber,Krista (BadgeID: 0128308)

Date: October 16, 2019, 7:49:10 PM

CONFIDENTIAL

AMZ-BRY002210

CONFIDENTIAL

Refused to sign by associate on October 16, 2019, 7:49:10 PM - Delivered by Gruber,Krista (grubk)

Supportive Feedback Document Behavioral Time Off Task - First Written



Associate Name: [REDACTED]

Manager Name: vyas,sam y (NK7-1800)

Created On: October 16, 2019, 7:49:10 PM

Summary

Your recent job performance is not meeting Behavioral Time Off Task expectations. Meeting performance standards is a critical component of your job. This document provides specific details about your performance and how you are not meeting expectations. In addition, this document describes the steps you and your manager will take to assist you in improving your performance. As a part of this conversation we are interested in understanding what barriers you think need to be removed, or what improvements can be made which would potentially assist you in improving your performance.

Communication History

The following is a summary of your behavioral time off task feedback:

Level	Count	Most Recent
Verbal Coaching	1	September 19, 2019, 11:04:26 AM
Documented Coaching	1	October 09, 2019, 9:40:28 PM

Details of Current Incident/Specific Concerns

Your recent time-on-task performance has fallen below behavioral expectations. On shift 10/14/2019 at various points throughout your scheduled shift you were observed to be off-task for a total of [REDACTED] minutes. During a 'Seek to understand' conversation you stated that you could not recall being off task for [REDACTED], you experienced high pod gap and used the restroom. These behaviors are violations of Amazon's Standards of Conduct and Attendance policy. "Failure to adhere to starting time, quitting time, or break time policies, or wasting time" is considered a Category 2 violation of the Standards of Conduct.

Areas of Improvement Required by Associate

Associate commitment to completing assigned tasks is critical in order to be Earth's most customer-centric company. As owners, we count on you to help achieve this mission. Your customers and teammates count on you to remain on task and complete your assigned job duties. For every scheduled ten hour shift, Amazon provides two 15 minute breaks, a 30 minute lunch period, two meetings at the start of shift and after lunch, and account for travel time between work areas. However, failure to adhere to start times, quitting times, or break time policies, as well as wasting time, will be addressed through performance management using coaching or corrective actions. This is a violation of the Amazon Standards of Conduct policy. It is important for you to understand that meeting task standards is a critical component of your job. Please note that If an associate receives 2 finals or a total of 6 documented counseling write-ups in a rolling 12 months, their employment will end. Further Standard of Conduct violations may result in corrective action, up to and including termination.

Associate Comments

Associate Signature: [REDACTED] REFUSED TO SIGN

Date: October 16, 2019, 7:49:10 PM

Manager Signature: Acknowledged by Gruber,Krista (BadgeID: 0128308)

Date: October 16, 2019, 7:49:10 PM

CONFIDENTIAL

AMZ-BRY002211

CONFIDENTIAL

Acknowledged by associate on November 27, 2019, 6:59:32 PM - Delivered by Gillard,Jordan (gillark)

Supportive Feedback Document Productivity - Documented Positive



Associate Name: [REDACTED]
Manager Name: Anderson,Christopher Ryan (NK7-1800)
Created On: November 27, 2019, 6:59:32 PM

Summary

Your recent job performance has met or exceeded Productivity expectations. Your manager and Amazon.com would like to take a moment to recognize your performance and thank you for your hard work.

Communication History

The following is a summary of your productivity feedback:

Level	Count	Most Recent
Documented Positive	1	November 20, 2019

Details of Current Incident/Specific Concerns

Process	Function	LC	Hours	Units	UPH	Target	% to Goal	% to Curve
Each Transfer In	Stow Each Nike NikeStow Medium EACH	Level 5	[REDACTED]					
Each Transfer In	Stow Each Nike NikeStow Small EACH	Level 5						
Stow to Prime	Stow Each Nike NikeStow Medium EACH	Level 5						
Stow to Prime	Stow Each Nike NikeStow Small EACH	Level 5						

Performance Trend

Below is a summary of your past Productivity performance.

Period Start	Unit Count	Hours Worked	UPH	% to Goal	% to Peers	Exempted
November 20, 2019, 5:00:00 AM	[REDACTED]					
November 13, 2019, 5:00:00 AM						
November 06, 2019, 5:00:00 AM						
October 30, 2019, 5:00:00 AM						
October 23, 2019, 5:00:00 AM						
October 16, 2019, 5:00:00 AM						

Associate Comments

Associate Signature: Acknowledged by [REDACTED] (BadgeID: [REDACTED])

Date: November 27, 2019, 6:59:32 PM

Manager Signature: Acknowledged by Gillard,Jordan (BadgeID: 12303324)

Date: November 27, 2019, 6:59:32 PM

CONFIDENTIAL**AMZ-BRY002212**

CONFIDENTIAL

Acknowledged by associate on November 21, 2019, 8:39:59 PM - Delivered by Sadlier, Jacob Richard (sadjacob)

Supportive Feedback Document Productivity - Documented Positive

**Associate Name:** [REDACTED]**Manager Name:** Anderson, Christopher Ryan (NK7-1800)**Created On:** November 21, 2019, 8:39:59 PM

Summary

Your recent job performance has met or exceeded Productivity expectations. Your manager and Amazon.com would like to take a moment to recognize your performance and thank you for your hard work.

Communication History

The following is a summary of your productivity feedback:

Level	Count	Most Recent
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Details of Current Incident/Specific Concerns

Process	Function	LC	Hours	Units	UPH	Target	% to Goal	% to Curve
Each Transfer In	Stow Each Nike NikeStow Medium EACH	Level 5	[REDACTED]					
Each Transfer In	Stow Each Nike NikeStow Small EACH	Level 5						
Stow to Prime	Stow Each Nike NikeStow Medium EACH	Level 5						
Stow to Prime	Stow Each Nike NikeStow Small EACH	Level 5						

Performance Trend

Below is a summary of your past Productivity performance.

Period Start	Unit Count	Hours Worked	UPH	% to Goal	% to Peers	Exempted
November 13, 2019, 5:00:00 AM	[REDACTED]					
November 06, 2019, 5:00:00 AM						
October 30, 2019, 5:00:00 AM						
October 23, 2019, 5:00:00 AM						
October 16, 2019, 5:00:00 AM						
October 09, 2019, 5:00:00 AM						

Associate Comments

Associate Signature: Acknowledged by [REDACTED] (BadgeID: [REDACTED])

Date: November 21, 2019, 8:39:59 PM

Manager Signature: Acknowledged by Sadlier, Jacob Richard (BadgeID: 0023246)

Date: November 21, 2019, 8:39:59 PM

CONFIDENTIAL**AMZ-BRY002213**

CONFIDENTIAL

Acknowledged by associate on December 22, 2019, 12:35:19 AM - Delivered by Anderson, Christopher Ryan (andrsc)

Supportive Feedback Document Productivity - Documented Positive



Associate Name: [REDACTED]
Manager Name: Anderson, Christopher Ryan (NK7-1800)
Created On: December 22, 2019, 12:35:19 AM

Summary

Your recent job performance has met or exceeded Productivity expectations. Your manager and Amazon.com would like to take a moment to recognize your performance and thank you for your hard work.

Communication History

The following is a summary of your productivity feedback:

Level	Count	Most Recent
Documented Positive	2	November 27, 2019

Details of Current Incident/Specific Concerns

Process	Function	LC	Hours	Units	UPH	Target	% to Goal	% to Curve
Each Transfer In	Stow Each Nike NikeStow Medium EACH	Level 5	[REDACTED]					
Each Transfer In	Stow Each Nike NikeStow Small EACH	Level 5						
Stow to Prime	Stow Each Nike NikeStow Medium EACH	Level 5						
Stow to Prime	Stow Each Nike NikeStow Small EACH	Level 5						

Performance Trend

Below is a summary of your past Productivity performance.

Period Start	Unit Count	Hours Worked	UPH	% to Goal	% to Peers	Exempted
December 11, 2019, 5:00:00 AM	[REDACTED]					
December 04, 2019, 5:00:00 AM						
November 27, 2019, 5:00:00 AM						
November 20, 2019, 5:00:00 AM						
November 13, 2019, 5:00:00 AM						
November 06, 2019, 5:00:00 AM						

Associate Comments

Associate Signature: Acknowledged by [REDACTED] (BadgeID: [REDACTED])

Date: December 22, 2019, 12:35:19 AM

Manager Signature: Acknowledged by Anderson, Christopher Ryan (BadgeID: 0034679)

Date: December 22, 2019, 12:35:19 AM

CONFIDENTIAL**AMZ-BRY002214**

CONFIDENTIAL

Acknowledged by associate on November 27, 2019, 6:59:32 PM - Delivered by Gillard,Jordan (gillark)

Supportive Feedback Document Productivity - Documented Positive



Associate Name: [REDACTED]
Manager Name: Anderson,Christopher Ryan (NK7-1800)
Created On: November 27, 2019, 6:59:32 PM

Summary

Your recent job performance has met or exceeded Productivity expectations. Your manager and Amazon.com would like to take a moment to recognize your performance and thank you for your hard work.

Communication History

The following is a summary of your productivity feedback:

Level	Count	Most Recent
Documented Positive	1	November 20, 2019

Details of Current Incident/Specific Concerns

Process	Function	LC	Hours	Units	UPH	Target	% to Goal	% to Curve
Each Transfer In	Stow Each Nike NikeStow Medium EACH	Level 5	[REDACTED]					
Each Transfer In	Stow Each Nike NikeStow Small EACH	Level 5						
Stow to Prime	Stow Each Nike NikeStow Medium EACH	Level 5						
Stow to Prime	Stow Each Nike NikeStow Small EACH	Level 5						

Performance Trend

Below is a summary of your past Productivity performance.

Period Start	Unit Count	Hours Worked	UPH	% to Goal	% to Peers	Exempted
November 20, 2019, 5:00:00 AM	[REDACTED]					
November 13, 2019, 5:00:00 AM						
November 06, 2019, 5:00:00 AM						
October 30, 2019, 5:00:00 AM						
October 23, 2019, 5:00:00 AM						
October 16, 2019, 5:00:00 AM						

Associate Comments

Associate Signature: Acknowledged by [REDACTED] (BadgeID: [REDACTED])

Date: November 27, 2019, 6:59:32 PM

Manager Signature: Acknowledged by Gillard,Jordan (BadgeID: 12303324)

Date: November 27, 2019, 6:59:32 PM

CONFIDENTIAL**AMZ-BRY002215**

CONFIDENTIAL

Acknowledged by associate on November 21, 2019, 8:39:59 PM - Delivered by Sadlier, Jacob Richard (sadjacob)

Supportive Feedback Document Productivity - Documented Positive



Associate Name: [REDACTED]
Manager Name: Anderson, Christopher Ryan (NK7-1800)
Created On: November 21, 2019, 8:39:59 PM

Summary

Your recent job performance has met or exceeded Productivity expectations. Your manager and Amazon.com would like to take a moment to recognize your performance and thank you for your hard work.

Communication History

The following is a summary of your productivity feedback:

Level	Count	Most Recent
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Details of Current Incident/Specific Concerns

Process	Function	LC	Hours	Units	UPH	Target	% to Goal	% to Curve
Each Transfer In	Stow Each Nike NikeStow Medium EACH	Level 5	[REDACTED]					
Each Transfer In	Stow Each Nike NikeStow Small EACH	Level 5						
Stow to Prime	Stow Each Nike NikeStow Medium EACH	Level 5						
Stow to Prime	Stow Each Nike NikeStow Small EACH	Level 5						

Performance Trend

Below is a summary of your past Productivity performance.

Period Start	Unit Count	Hours Worked	UPH	% to Goal	% to Peers	Exempted
November 13, 2019, 5:00:00 AM	[REDACTED]					
November 06, 2019, 5:00:00 AM						
October 30, 2019, 5:00:00 AM						
October 23, 2019, 5:00:00 AM						
October 16, 2019, 5:00:00 AM						
October 09, 2019, 5:00:00 AM						

Associate Comments

Associate Signature: Acknowledged by [REDACTED] (BadgeID: [REDACTED])

Date: November 21, 2019, 8:39:59 PM

Manager Signature: Acknowledged by Sadlier, Jacob Richard (BadgeID: 0023246)

Date: November 21, 2019, 8:39:59 PM

CONFIDENTIAL**AMZ-BRY002216**

CONFIDENTIAL

Acknowledged by associate on December 22, 2019, 12:35:19 AM - Delivered by Anderson,Christopher Ryan (andrsc)

Supportive Feedback Document Productivity - Documented Positive



Associate Name: [REDACTED]
Manager Name: Anderson,Christopher Ryan (NK7-1800)
Created On: December 22, 2019, 12:35:19 AM

Summary

Your recent job performance has met or exceeded Productivity expectations. Your manager and Amazon.com would like to take a moment to recognize your performance and thank you for your hard work.

Communication History

The following is a summary of your productivity feedback:

Level	Count	Most Recent
Documented Positive	2	November 27, 2019

Details of Current Incident/Specific Concerns

Process	Function	LC	Hours	Units	UPH	Target	% to Goal	% to Curve
Each Transfer In	Stow Each Nike NikeStow Medium EACH	Level 5	[REDACTED]					
Each Transfer In	Stow Each Nike NikeStow Small EACH	Level 5						
Stow to Prime	Stow Each Nike NikeStow Medium EACH	Level 5						
Stow to Prime	Stow Each Nike NikeStow Small EACH	Level 5						

Performance Trend

Below is a summary of your past Productivity performance.

Period Start	Unit Count	Hours Worked	UPH	% to Goal	% to Peers	Exempted
December 11, 2019, 5:00:00 AM	[REDACTED]					
December 04, 2019, 5:00:00 AM						
November 27, 2019, 5:00:00 AM						
November 20, 2019, 5:00:00 AM						
November 13, 2019, 5:00:00 AM						
November 06, 2019, 5:00:00 AM						

Associate Comments

Associate Signature: Acknowledged by [REDACTED] (BadgeID: [REDACTED])

Date: December 22, 2019, 12:35:19 AM

Manager Signature: Acknowledged by Anderson,Christopher Ryan (BadgeID: 0034679)

Date: December 22, 2019, 12:35:19 AM

CONFIDENTIAL**AMZ-BRY002217**

CONFIDENTIAL



12/28/2019



Dear [REDACTED]:

This letter confirms that the date of involuntary termination of your employment with Amazon.com Services, Inc. is December 29, 2019.

You have executed a Confidentiality and Invention Assignment Agreement with the Company. You are reminded that certain provisions of the agreement survive the termination of your employment with the Company and remain in full force and effect. Your agreement is available for review in the MyDocs portal for 90 calendar days after the end of your employment.

We wish you the best in your future endeavors.

Sincerely,
Amazon Human Resources



CONFIDENTIAL

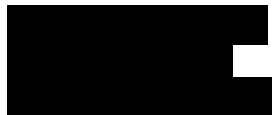


AMZ-BRY002218

CONFIDENTIAL



12/28/2019



Dear [REDACTED]

This letter confirms that the date of involuntary termination of your employment with Amazon.com Services, Inc. is December 29, 2019.

You have executed a Confidentiality and Invention Assignment Agreement with the Company. You are reminded that certain provisions of the agreement survive the termination of your employment with the Company and remain in full force and effect. Your agreement is available for review in the MyDocs portal for 90 calendar days after the end of your employment.

We wish you the best in your future endeavors.

Sincerely,
Amazon Human Resources



CONFIDENTIAL



AMZ-BRY002219

CONFIDENTIAL

Acknowledged by associate on November 06, 2019, 1:18:27 AM - Delivered by Gillard,Jordan (gillark)

Supportive Feedback Document Behavioral - First Written

amazon.com

Associate Name: Farrell-francis,Nikki melissa (farrellf)
Manager Name: Anderson,Christopher Ryan (NK7-1800)
Created On: November 06, 2019, 1:18:27 AM



Summary

Your recent job performance is not meeting Behavioral expectations. Meeting performance standards is a critical component of your job. This document provides specific details about your performance and how you are not meeting expectations. In addition, this document describes the steps you and your manager will take to assist you in improving your performance. As a part of this conversation we are interested in understanding what barriers you think need to be removed, or what improvements can be made which would potentially assist you in improving your performance.

Communication History

The following is a summary of your behavioral feedback:

Level	Count	Most Recent
Verbal Coaching	1	September 19, 2019, 11:04:26 AM
First Written	1	October 16, 2019, 5:51:05 AM
Documented Coaching	1	October 09, 2019, 9:40:28 PM

Details of Current Incident/Specific Concerns

The following feedback pertains to Amazon's Standards of Conduct as a Category 2 violation of the Standards of Conduct. The policy classifies abusive, vulgar, or harassing language to a supervisor, fellow associate, or vendor as a Category 2 violation of the Standards of Conduct. On October 22, 2019, you stated to your Area Manager Krista Gruber that you wanted to "rip off her mouth" and "punch her"; after she'd delivered the feedback from the week before.

Areas of Improvement Required by Associate

The Standards of Conduct strive to establish a collaborative, non-hostile work environment. The acts of inappropriate behavior creates a hostile atmosphere and may offend others. You are expected to be in compliance with the Standards of Conduct policy at all times while working in the Fulfillment Center. Continued violation of this policy may result in further corrective action, up to and including termination.

Associate Comments

Associate Signature: Acknowledged by Farrell-francis,Nikki melissa (BadgeID: 12353009)

Date: November 06, 2019, 1:18:27 AM

Manager Signature: Acknowledged by Gillard,Jordan (BadgeID: 12303324)

Date: November 06, 2019, 1:18:27 AM

CONFIDENTIAL

AMZ-BRY002209

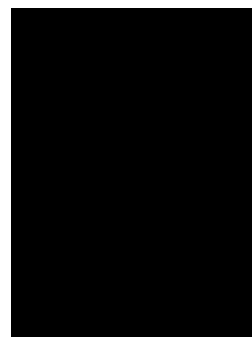
CONFIDENTIAL

Refused to sign by associate on November 22, 2019, 2:42:59 PM - Delivered by Leuck, Lawrence (leuckl)

Supportive Feedback Document Unpaid Personal Time - Notice



Associate Name: [REDACTED]
Manager Name: Leuck, Lawrence (DN2-0700)
Created On: November 22, 2019, 2:42:59 PM



Summary

We value you as a team member and appreciate the effort you give to ensure we are the Earth's most customer centric company! As an owner, we want you to be successful. You start your employment with a bank of Unpaid Personal Time (UPT), in addition to paid vacation and personal time. Your UPT bank is refreshed with an additional 20 hours each quarter (up to a maximum of 80 hours). This conversation is to make sure you know where you stand with your bank of UPT and the date your bank will be refreshed. This is just a friendly reminder: if your UPT balance is depleted past zero and you have no paid personal time available or other approved leave options, as described in the attendance policy, termination of employment will occur. So, please make sure you track your UPT balance and manage your time. If you have questions or need help, just ask!

Communication History

The following is a summary of your unpaid personal time feedback:

Level	Count	Most Recent
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Details of Current Incident/Specific Concerns

We value you as a team member and appreciate the effort you give to ensure we are the Earth's most customer centric company! As an owner, we want you to be successful. You start your employment with a bank of Unpaid Personal Time (UPT), in addition to paid vacation and personal time. Your UPT bank is refreshed with an additional 20 hours each quarter (up to a maximum of 80 hours). This conversation is to make sure you know where you stand with your bank of UPT and the date your bank will be refreshed. Your next 20-hour allotment of UPT will be deposited into your UPT bank on: **January 01, 2020**, Current UPT Balance is **0**, As of: **November 20, 2019**

Associate Comments

AA came back from LOA-- will be talking with HR to correct time taken

Associate Signature: [REDACTED] REFUSED TO SIGN

Date: November 22, 2019, 2:42:59 PM

Manager Signature: Acknowledged by Leuck, Lawrence (BadgeID: 0123000)

Date: November 22, 2019, 2:42:59 PM

CONFIDENTIAL

AMZ-BRY002186

CONFIDENTIAL

Refused to sign by associate on November 22, 2019, 2:42:59 PM - Delivered by Leuck, Lawrence (leuckl)

Supportive Feedback Document Unpaid Personal Time - Notice



Associate Name: [REDACTED]
Manager Name: Leuck, Lawrence (DN2-0700)
Created On: November 22, 2019, 2:42:59 PM

Summary

We value you as a team member and appreciate the effort you give to ensure we are the Earth's most customer centric company! As an owner, we want you to be successful. You start your employment with a bank of Unpaid Personal Time (UPT), in addition to paid vacation and personal time. Your UPT bank is refreshed with an additional 20 hours each quarter (up to a maximum of 80 hours). This conversation is to make sure you know where you stand with your bank of UPT and the date your bank will be refreshed. This is just a friendly reminder: if your UPT balance is depleted past zero and you have no paid personal time available or other approved leave options, as described in the attendance policy, termination of employment will occur. So, please make sure you track your UPT balance and manage your time. If you have questions or need help, just ask!

Communication History

The following is a summary of your unpaid personal time feedback:

Level	Count	Most Recent
-------	-------	-------------

Details of Current Incident/Specific Concerns

We value you as a team member and appreciate the effort you give to ensure we are the Earth's most customer centric company! As an owner, we want you to be successful. You start your employment with a bank of Unpaid Personal Time (UPT), in addition to paid vacation and personal time. Your UPT bank is refreshed with an additional 20 hours each quarter (up to a maximum of 80 hours). This conversation is to make sure you know where you stand with your bank of UPT and the date your bank will be refreshed. Your next 20-hour allotment of UPT will be deposited into your UPT bank on: **January 01, 2020**, Current UPT Balance is **0**, As of: **November 20, 2019**

Associate Comments

AA came back from LOA-- will be talking with HR to correct time taken

Associate Signature: [REDACTED] REFUSED TO SIGN

Date: November 22, 2019, 2:42:59 PM

Manager Signature: Acknowledged by Leuck, Lawrence (BadgeID: 0123000)

Date: November 22, 2019, 2:42:59 PM

CONFIDENTIAL**AMZ-BRY002187**

CONFIDENTIAL

Acknowledged by associate on February 07, 2020, 1:31:32 PM - Delivered by Leuck, Lawrence (leuckl)

Supportive Feedback Document Behavioral - Final Written



Associate Name: [REDACTED]
Manager Name: Leuck, Lawrence (DN2-0700)
Created On: February 07, 2020, 1:31:32 PM

Summary

Your recent job performance is not meeting Behavioral expectations. Meeting performance standards is a critical component of your job. This document provides specific details about your performance and how you are not meeting expectations. In addition, this document describes the steps you and your manager will take to assist you in improving your performance. As a part of this conversation we are interested in understanding what barriers you think need to be removed, or what improvements can be made which would potentially assist you in improving your performance.

Communication History

The following is a summary of your behavioral feedback:

Level	Count	Most Recent
Documented Coaching	2	December 18, 2019, 12:57:00 PM
Verbal Coaching	1	November 14, 2019, 12:22:22 PM
First Written	1	January 09, 2020, 4:57:29 PM

Details of Current Incident/Specific Concerns

Associates are expected to treat each other, contractors, customers, and visitors with courtesy and professionalism. All associates, regardless of position, are responsible for ensuring that our workplace is free from offensive behavior and harassment. Examples of this behavior can be identified as conduct that includes any verbal or physical conduct that has the purpose or effect of creating an offensive, hostile, or intimidating work environment that interferes with an individual's ability to perform the job. On 2.6.2020 after second break you got into an argument with another associate on the floor. You proceeded to yell and curse at the associate in Spanish saying go to hell and go fuck yourself. During seek to understand, you stated that you "told her in Spanish to go hell and to go fuck herself." These behaviors are in violation of Amazon's Code of Conduct and are a Category 2 violation of Amazon's Standards of Conduct.

Areas of Improvement Required by Associate

Amazon is committed to providing a work environment that promotes the health, safety, and productivity of its associates. Associates are expected to treat each other, contractors, customers, and visitors with courtesy and professionalism. Amazon will not tolerate any conduct whether physical or verbal that does or can be interpreted as creating an offensive, hostile, or intimidating work environment. You are expected to be in compliance with the Amazon's Standards of Conduct policy at all times while working in the Fulfillment Center. Please note that if an associate receives 2 finals or a total of 6 documented counseling write-ups in a rolling 12 months, their employment will end. Immediate improvement is expected.

Associate Comments

I acknowledge that I have been informed of my right to appeal this feedback if I meet all eligibility requirements defined by the Appeals Policy, and that I know where to obtain an appeals packet.

Associate Signature: Acknowledged by [REDACTED]

Date: February 07, 2020, 1:31:32 PM

Manager Signature: Acknowledged by Leuck, Lawrence (BadgelD: 0123000)

Date: February 07, 2020, 1:31:32 PM

CONFIDENTIAL**AMZ-BRY002188**

CONFIDENTIAL

Acknowledged by associate on December 19, 2019, 9:36:05 AM - Delivered by Leuck, Lawrence (leuckl)

Supportive Feedback Document Behavioral - Documented Coaching



Associate Name: [REDACTED]
Manager Name: Leuck, Lawrence (DN2-0700)
Created On: December 19, 2019, 9:36:05 AM

Summary

Your recent job performance is not meeting Behavioral expectations. Meeting performance standards is a critical component of your job. This document provides specific details about your performance and how you are not meeting expectations. In addition, this document describes the steps you and your manager will take to assist you in improving your performance. As a part of this conversation we are interested in understanding what barriers you think need to be removed, or what improvements can be made which would potentially assist you in improving your performance.

Communication History

The following is a summary of your behavioral feedback:

Level	Count	Most Recent
Documented Coaching	1	December 15, 2019, 8:22:12 AM
Verbal Coaching	1	November 14, 2019, 12:22:22 PM

Details of Current Incident/Specific Concerns

The following feedback pertains to Amazon's Security policy. On 12/18/19 at 12:16pm, you failed the screening process by carrying an unregistered asset through the security checkpoint. It is against Amazon's Security policy for Associates to have unregistered electronic devices in working areas (on the fulfillment center floor, in restrooms, or other work areas). Electronic devices may be used during lunch and breaks in a non-working area such as a break room or outside the facility. This was your third such offense, however, this was the first time your AM was notified, and will be treated as a first offense.

Areas of Improvement Required by Associate

You are expected to be in compliance with Amazon's Security policy at all times while working in the Fulfillment Center. Please note that If an associate receives 2 finals or a total of 6 documented counseling write-ups in a rolling 12 months, their employment will end. Continued violation of this policy may result in further corrective action, up to and including termination.

Associate Comments

Associate Signature: Acknowledged by [REDACTED]

Date: December 19, 2019, 9:36:05 AM

Manager Signature: Acknowledged by Leuck, Lawrence (BadgeID: 0123000)

Date: December 19, 2019, 9:36:05 AM

CONFIDENTIAL**AMZ-BRY002189**

CONFIDENTIAL

Acknowledged by associate on December 15, 2019, 11:09:49 AM - Delivered by Campi, Jerry (gennarro)

Supportive Feedback Document Behavioral - Documented Coaching



Associate Name: [REDACTED]
Manager Name: Leuck, Lawrence (DN2-0700)
Created On: December 15, 2019, 11:09:49 AM

Summary

Your recent job performance is not meeting Behavioral expectations. Meeting performance standards is a critical component of your job. This document provides specific details about your performance and how you are not meeting expectations. In addition, this document describes the steps you and your manager will take to assist you in improving your performance. As a part of this conversation we are interested in understanding what barriers you think need to be removed, or what improvements can be made which would potentially assist you in improving your performance.

Communication History

The following is a summary of your behavioral feedback:

Level	Count	Most Recent
Verbal Coaching	1	November 14, 2019, 12:22:22 PM

Details of Current Incident/Specific Concerns

On 12/14/2019 you were observed leaving your station 15.23 minutes prior to EOS. During a seek to understand you stated you had no barriers. Amazon is committed to your success because you are the ones delivering on our promise to the customer. We provide clear communication regarding schedules, advance notice for extra time and payment for hours worked according to your timecard records after the pay period closes. We also provide several paid and unpaid time off options when you are unable to work your scheduled shifts. This Attendance Policy describes expected behaviors and outlines all options you have to take time off.

Areas of Improvement Required by Associate

This grace period does not affect pay; however it indicates when missed time must be covered by one of your time off options. In punches and out punches which occur within 5 minutes of the start and end time will be rounded to the scheduled shift start or end time (e.g. a time punch that occurs 5 minutes prior to or after the start of the shift will be rounded to the scheduled start time). All other time punches will be coded to the minute. You are expected to report to your work station on time when returning from paid breaks and meal periods. Amazon does provide a 3 minute grace period for returning from your meal period only, which allows you time to return to your assigned work station after your meal period has completed. You are expected to be in compliance with the Attendance policy at all times while working in the Fulfillment Center. Please note that If an associate receives 2 finals or a total of 6 documented counseling write-ups in a rolling 12 months, their employment will end. Continued violation of this policy may result in further corrective action, up to and including termination.

Associate Comments

Associate Signature: Acknowledged by [REDACTED]**Date:** December 15, 2019, 11:09:49 AM**Manager Signature:** Acknowledged by Campi, Jerry (BadgeID: 0245530)**Date:** December 15, 2019, 11:09:49 AM**CONFIDENTIAL****AMZ-BRY002190**

CONFIDENTIAL

Refused to sign by associate on February 27, 2020, 4:17:24 PM - Delivered by Mullarney,Savannah M (mullars)

Supportive Feedback Document Behavioral - Termination



Associate Name: [REDACTED]
Manager Name: Leuck, Lawrence (DN2-0700)
Created On: February 27, 2020, 4:17:24 PM

Summary

Your recent job performance is not meeting Behavioral expectations. Meeting performance standards is a critical component of your job. This document provides specific details about your performance and how you are not meeting expectations.

Communication History

The following is a summary of your behavioral feedback:

Level	Count	Most Recent
Verbal Coaching	1	November 14, 2019, 12:22:22 PM
Documented Coaching	2	December 18, 2019, 12:57:00 PM
Final Written	1	February 07, 2020, 1:02:55 PM
First Written	1	January 09, 2020, 4:57:29 PM

Details of Current Incident/Specific Concerns

Associates are expected to treat each other, contractors, customers, and visitors with courtesy and professionalism. All associates, regardless of position, are responsible for ensuring that our workplace is free from offensive behavior and harassment. Examples of this behavior can be identified as conduct that includes abusive, vulgar, or harassing language to a supervisor, fellow associate, or vendor any verbal or physical conduct that has the purpose or effect of creating an offensive, hostile, or intimidating work environment that interferes with an individual's ability to perform the job. On 2.23.2020, AM went to you to ask you why you were late from break, you proceeded to explain you went to the HR desk and no one was there. When the AM asked you if anyone explained what times you could go to HR, you proceeded to state, I am fucking tired of every time I work Sunday, Monday, Tuesday you all fucking pick on me. I am tired of this shit and I am going to HR because I am fucking tired of this." In addition when you left your station to go to HR office you proceeded to state "I can't fucking take this anymore." During the seek to understand you stated you used profound language, fuck and shit. These behaviors are in violation of Amazon's Code of Conduct and are a Category 2 violation of Amazon's Standards of Conduct.

Areas of Improvement Required by Associate

Amazon is committed to providing a work environment that promotes the health, safety, and productivity of its associates. Associates are expected to treat each other, contractors, customers, and visitors with courtesy and professionalism. Amazon will not tolerate any conduct whether physical or verbal that does or can be interpreted as creating an offensive, hostile, or intimidating work environment. You are expected to be in compliance with the Amazon's Standards of Conduct policy at all times while working in the Fulfillment Center. Please note that this offense is considered a category 2 offense, however if an associate receives 2 finals or a total of 6 documented counseling write-ups in a rolling 12 months, their employment will end. With that being said, you received a final written warning February 7th 2020 in addition to this category 2 offense which is now leading to separation of employment effective immediately.

Associate Comments

I acknowledge that I have been informed of my right to appeal this feedback if I meet all eligibility requirements defined by the Appeals Policy, and that I know where to obtain an appeals packet.

Associate Signature: [REDACTED] REFUSED TO SIGN

Date: February 27, 2020, 4:17:24 PM

Manager Signature: Acknowledged by Mullarney,Savannah M (BadgeID: 0179765)

Date: February 27, 2020, 4:17:24 PM

CONFIDENTIAL**AMZ-BRY002191**

CONFIDENTIAL

Acknowledged by associate on February 07, 2020, 1:31:32 PM - Delivered by Leuck, Lawrence (leuckl)

Supportive Feedback Document Behavioral - Final Written



Associate Name: [REDACTED]
Manager Name: Leuck, Lawrence (DN2-0700)
Created On: February 07, 2020, 1:31:32 PM

Summary

Your recent job performance is not meeting Behavioral expectations. Meeting performance standards is a critical component of your job. This document provides specific details about your performance and how you are not meeting expectations. In addition, this document describes the steps you and your manager will take to assist you in improving your performance. As a part of this conversation we are interested in understanding what barriers you think need to be removed, or what improvements can be made which would potentially assist you in improving your performance.

Communication History

The following is a summary of your behavioral feedback:

Level	Count	Most Recent
Documented Coaching	2	December 18, 2019, 12:57:00 PM
Verbal Coaching	1	November 14, 2019, 12:22:22 PM
First Written	1	January 09, 2020, 4:57:29 PM

Details of Current Incident/Specific Concerns

Associates are expected to treat each other, contractors, customers, and visitors with courtesy and professionalism. All associates, regardless of position, are responsible for ensuring that our workplace is free from offensive behavior and harassment. Examples of this behavior can be identified as conduct that includes any verbal or physical conduct that has the purpose or effect of creating an offensive, hostile, or intimidating work environment that interferes with an individual's ability to perform the job. On 2.6.2020 after second break you got into an argument with another associate on the floor. You proceeded to yell and curse at the associate in Spanish saying go to hell and go fuck yourself. During seek to understand, you stated that you "told her in Spanish to go hell and to go fuck herself." These behaviors are in violation of Amazon's Code of Conduct and are a Category 2 violation of Amazon's Standards of Conduct.

Areas of Improvement Required by Associate

Amazon is committed to providing a work environment that promotes the health, safety, and productivity of its associates. Associates are expected to treat each other, contractors, customers, and visitors with courtesy and professionalism. Amazon will not tolerate any conduct whether physical or verbal that does or can be interpreted as creating an offensive, hostile, or intimidating work environment. You are expected to be in compliance with the Amazon's Standards of Conduct policy at all times while working in the Fulfillment Center. Please note that if an associate receives 2 finals or a total of 6 documented counseling write-ups in a rolling 12 months, their employment will end. Immediate improvement is expected.

Associate Comments

I acknowledge that I have been informed of my right to appeal this feedback if I meet all eligibility requirements defined by the Appeals Policy, and that I know where to obtain an appeals packet.

Associate Signature: Acknowledged by [REDACTED]

Date: February 07, 2020, 1:31:32 PM

Manager Signature: Acknowledged by Leuck, Lawrence (BadgelD: 0123000)

Date: February 07, 2020, 1:31:32 PM

CONFIDENTIAL**AMZ-BRY002192**

CONFIDENTIAL

Acknowledged by associate on December 19, 2019, 9:36:05 AM - Delivered by Leuck, Lawrence (leuckl)

Supportive Feedback Document Behavioral - Documented Coaching



Associate Name: [REDACTED]
Manager Name: Leuck, Lawrence (DN2-0700)
Created On: December 19, 2019, 9:36:05 AM

Summary

Your recent job performance is not meeting Behavioral expectations. Meeting performance standards is a critical component of your job. This document provides specific details about your performance and how you are not meeting expectations. In addition, this document describes the steps you and your manager will take to assist you in improving your performance. As a part of this conversation we are interested in understanding what barriers you think need to be removed, or what improvements can be made which would potentially assist you in improving your performance.

Communication History

The following is a summary of your behavioral feedback:

Level	Count	Most Recent
Documented Coaching	1	December 15, 2019, 8:22:12 AM
Verbal Coaching	1	November 14, 2019, 12:22:22 PM

Details of Current Incident/Specific Concerns

The following feedback pertains to Amazon's Security policy. On 12/18/19 at 12:16pm, you failed the screening process by carrying an unregistered asset through the security checkpoint. It is against Amazon's Security policy for Associates to have unregistered electronic devices in working areas (on the fulfillment center floor, in restrooms, or other work areas). Electronic devices may be used during lunch and breaks in a non-working area such as a break room or outside the facility. This was your third such offense, however, this was the first time your AM was notified, and will be treated as a first offense.

Areas of Improvement Required by Associate

You are expected to be in compliance with Amazon's Security policy at all times while working in the Fulfillment Center. Please note that If an associate receives 2 finals or a total of 6 documented counseling write-ups in a rolling 12 months, their employment will end. Continued violation of this policy may result in further corrective action, up to and including termination.

Associate Comments

Associate Signature: Acknowledged by [REDACTED]

Date: December 19, 2019, 9:36:05 AM

Manager Signature: Acknowledged by Leuck, Lawrence (BadgeID: 0123000)

Date: December 19, 2019, 9:36:05 AM

CONFIDENTIAL**AMZ-BRY002193**

CONFIDENTIAL

Acknowledged by associate on December 15, 2019, 11:09:49 AM - Delivered by Campi,Jerry (gennarro)

Supportive Feedback Document Behavioral - Documented Coaching



Associate Name: [REDACTED]
Manager Name: Leuck,Lawrence (DN2-0700)
Created On: December 15, 2019, 11:09:49 AM

Summary

Your recent job performance is not meeting Behavioral expectations. Meeting performance standards is a critical component of your job. This document provides specific details about your performance and how you are not meeting expectations. In addition, this document describes the steps you and your manager will take to assist you in improving your performance. As a part of this conversation we are interested in understanding what barriers you think need to be removed, or what improvements can be made which would potentially assist you in improving your performance.

Communication History

The following is a summary of your behavioral feedback:

Level	Count	Most Recent
Verbal Coaching	1	November 14, 2019, 12:22:22 PM

Details of Current Incident/Specific Concerns

On 12/14/2019 you were observed leaving your station 15.23 minutes prior to EOS. During a seek to understand you stated you had no barriers. Amazon is committed to your success because you are the ones delivering on our promise to the customer. We provide clear communication regarding schedules, advance notice for extra time and payment for hours worked according to your timecard records after the pay period closes. We also provide several paid and unpaid time off options when you are unable to work your scheduled shifts. This Attendance Policy describes expected behaviors and outlines all options you have to take time off.

Areas of Improvement Required by Associate

This grace period does not affect pay; however it indicates when missed time must be covered by one of your time off options. In punches and out punches which occur within 5 minutes of the start and end time will be rounded to the scheduled shift start or end time (e.g. a time punch that occurs 5 minutes prior to or after the start of the shift will be rounded to the scheduled start time). All other time punches will be coded to the minute. You are expected to report to your work station on time when returning from paid breaks and meal periods. Amazon does provide a 3 minute grace period for returning from your meal period only, which allows you time to return to your assigned work station after your meal period has completed. You are expected to be in compliance with the Attendance policy at all times while working in the Fulfillment Center. Please note that If an associate receives 2 finals or a total of 6 documented counseling write-ups in a rolling 12 months, their employment will end. Continued violation of this policy may result in further corrective action, up to and including termination.

Associate Comments

Associate Signature: Acknowledged by [REDACTED]**Date:** December 15, 2019, 11:09:49 AM**Manager Signature:** Acknowledged by Campi,Jerry (BadgeID: 0245530)**Date:** December 15, 2019, 11:09:49 AM**CONFIDENTIAL****AMZ-BRY002194**

CONFIDENTIAL

Refused to sign by associate on February 27, 2020, 4:17:24 PM - Delivered by Mullarney,Savannah M (mullars)

Supportive Feedback Document Behavioral - Termination



Associate Name: [REDACTED]
Manager Name: Leuck, Lawrence (DN2-0700)
Created On: February 27, 2020, 4:17:24 PM

Summary

Your recent job performance is not meeting Behavioral expectations. Meeting performance standards is a critical component of your job. This document provides specific details about your performance and how you are not meeting expectations.

Communication History

The following is a summary of your behavioral feedback:

Level	Count	Most Recent
Verbal Coaching	1	November 14, 2019, 12:22:22 PM
Documented Coaching	2	December 18, 2019, 12:57:00 PM
Final Written	1	February 07, 2020, 1:02:55 PM
First Written	1	January 09, 2020, 4:57:29 PM

Details of Current Incident/Specific Concerns

Associates are expected to treat each other, contractors, customers, and visitors with courtesy and professionalism. All associates, regardless of position, are responsible for ensuring that our workplace is free from offensive behavior and harassment. Examples of this behavior can be identified as conduct that includes abusive, vulgar, or harassing language to a supervisor, fellow associate, or vendor any verbal or physical conduct that has the purpose or effect of creating an offensive, hostile, or intimidating work environment that interferes with an individual's ability to perform the job. On 2.23.2020, AM went to you to ask you why you were late from break, you proceeded to explain you went to the HR desk and no one was there. When the AM asked you if anyone explained what times you could go to HR, you proceeded to state, I am fucking tired of every time I work Sunday, Monday, Tuesday you all fucking pick on me. I am tired of this shit and I am going to HR because I am fucking tired of this." In addition when you left your station to go to HR office you proceeded to state "I can't fucking take this anymore." During the seek to understand you stated you used profound language, fuck and shit. These behaviors are in violation of Amazon's Code of Conduct and are a Category 2 violation of Amazon's Standards of Conduct.

Areas of Improvement Required by Associate

Amazon is committed to providing a work environment that promotes the health, safety, and productivity of its associates. Associates are expected to treat each other, contractors, customers, and visitors with courtesy and professionalism. Amazon will not tolerate any conduct whether physical or verbal that does or can be interpreted as creating an offensive, hostile, or intimidating work environment. You are expected to be in compliance with the Amazon's Standards of Conduct policy at all times while working in the Fulfillment Center. Please note that this offense is considered a category 2 offense, however if an associate receives 2 finals or a total of 6 documented counseling write-ups in a rolling 12 months, their employment will end. With that being said, you received a final written warning February 7th 2020 in addition to this category 2 offense which is now leading to separation of employment effective immediately.

Associate Comments

I acknowledge that I have been informed of my right to appeal this feedback if I meet all eligibility requirements defined by the Appeals Policy, and that I know where to obtain an appeals packet.

Associate Signature: [REDACTED] REFUSED TO SIGN

Date: February 27, 2020, 4:17:24 PM

Manager Signature: Acknowledged by Mullarney,Savannah M (BadgeID: 0179765)

Date: February 27, 2020, 4:17:24 PM

CONFIDENTIAL**AMZ-BRY002195**

CONFIDENTIAL

Acknowledged by associate on January 09, 2020, 5:00:44 PM - Delivered by Leuck, Lawrence (leuckl)

Supportive Feedback Document Behavioral Time Off Task - First Written



Associate Name: [REDACTED]
Manager Name: Leuck, Lawrence (DN2-0700)
Created On: January 09, 2020, 5:00:44 PM

Summary

Your recent job performance is not meeting Behavioral Time Off Task expectations. Meeting performance standards is a critical component of your job. This document provides specific details about your performance and how you are not meeting expectations. In addition, this document describes the steps you and your manager will take to assist you in improving your performance. As a part of this conversation we are interested in understanding what barriers you think need to be removed, or what improvements can be made which would potentially assist you in improving your performance.

Communication History

The following is a summary of your behavioral time off task feedback:

Level	Count	Most Recent
Documented Coaching	2	December 18, 2019, 12:57:00 PM
Verbal Coaching	1	November 14, 2019, 12:22:22 PM

Details of Current Incident/Specific Concerns

Your recent time-on-task performance has fallen below behavioral expectations. On at various points throughout your scheduled shift you were observed to be off-task for a total of [REDACTED]. During a Seek to understand you stated you were not feeling well and had made several trips to the restroom. After deducting [REDACTED] for break that had not been deducted as well as [REDACTED] for pod gap, and [REDACTED] you were at standup speaking to the PA, this still left you TOT for a total of [REDACTED]. These behaviors are violations of Amazon's Standards of Conduct and Attendance policy. "Failure to adhere to starting time, quitting time, or break time policies, or wasting time" is considered a Category 2 violation of the Standards of Conduct.

Areas of Improvement Required by Associate

Associate commitment to completing assigned tasks is critical in order to be Earth's most customer-centric company. As owners, we count on you to help achieve this mission. Your customers and teammates count on you to remain on task and complete your assigned job duties. For every scheduled ten hour shift, Amazon provides two 15 minute breaks, a 30 minute lunch period, two meetings at the start of shift and after lunch, and account for travel time between work areas. However, failure to adhere to start times, quitting times, or break time policies, as well as wasting time, will be addressed through performance management using coaching or corrective actions. This is a violation of the Amazon Standards of Conduct policy. It is important for you to understand that meeting task standards is a critical component of your job. Please note that If an associate receives 2 finals or a total of 6 documented counseling write-ups in a rolling 12 months, their employment will end. Further Standard of Conduct violations may result in corrective action, up to and including termination.

Associate Comments

Associate Signature: Acknowledged by [REDACTED]**Date:** January 09, 2020, 5:00:44 PM**Manager Signature:** Acknowledged by Leuck, Lawrence (BadgelD: 0123000)**Date:** January 09, 2020, 5:00:44 PM**CONFIDENTIAL****AMZ-BRY002196**

CONFIDENTIAL

Acknowledged by associate on January 09, 2020, 5:00:44 PM - Delivered by Leuck, Lawrence (leuckl)

Supportive Feedback Document Behavioral Time Off Task - First Written



Associate Name: [REDACTED]
Manager Name: Leuck, Lawrence (DN2-0700)
Created On: January 09, 2020, 5:00:44 PM

Summary

Your recent job performance is not meeting Behavioral Time Off Task expectations. Meeting performance standards is a critical component of your job. This document provides specific details about your performance and how you are not meeting expectations. In addition, this document describes the steps you and your manager will take to assist you in improving your performance. As a part of this conversation we are interested in understanding what barriers you think need to be removed, or what improvements can be made which would potentially assist you in improving your performance.

Communication History

The following is a summary of your behavioral time off task feedback:

Level	Count	Most Recent
Documented Coaching	2	December 18, 2019, 12:57:00 PM
Verbal Coaching	1	November 14, 2019, 12:22:22 PM

Details of Current Incident/Specific Concerns

Your recent time-on-task performance has fallen below behavioral expectations. On at various points throughout your scheduled shift you were observed to be off-task for a total of [REDACTED]. During a Seek to understand you stated you were not feeling well and had made several trips to the restroom. After deducting [REDACTED] for break that had not been deducted as well as [REDACTED] for pod gap, and [REDACTED] you were at standup speaking to the PA, this still left you TOT for a total of [REDACTED]. These behaviors are violations of Amazon's Standards of Conduct and Attendance policy. "Failure to adhere to starting time, quitting time, or break time policies, or wasting time" is considered a Category 2 violation of the Standards of Conduct.

Areas of Improvement Required by Associate

Associate commitment to completing assigned tasks is critical in order to be Earth's most customer-centric company. As owners, we count on you to help achieve this mission. Your customers and teammates count on you to remain on task and complete your assigned job duties. For every scheduled ten hour shift, Amazon provides two 15 minute breaks, a 30 minute lunch period, two meetings at the start of shift and after lunch, and account for travel time between work areas. However, failure to adhere to start times, quitting times, or break time policies, as well as wasting time, will be addressed through performance management using coaching or corrective actions. This is a violation of the Amazon Standards of Conduct policy. It is important for you to understand that meeting task standards is a critical component of your job. Please note that If an associate receives 2 finals or a total of 6 documented counseling write-ups in a rolling 12 months, their employment will end. Further Standard of Conduct violations may result in corrective action, up to and including termination.

Associate Comments

Associate Signature: Acknowledged by [REDACTED]**Date:** January 09, 2020, 5:00:44 PM**Manager Signature:** Acknowledged by Leuck, Lawrence (BadgelD: 0123000)**Date:** January 09, 2020, 5:00:44 PM**CONFIDENTIAL****AMZ-BRY002197**

CONFIDENTIAL



3/2/2020



Dear [REDACTED]

This letter confirms that the date of involuntary termination of your employment with Amazon.com Services LLC is March 2, 2020.

You have executed a Confidentiality and Invention Assignment Agreement with the Company. You are reminded that certain provisions of the agreement survive the termination of your employment with the Company and remain in full force and effect. Your agreement is available for review in the MyDocs portal for 90 calendar days after the end of your employment.

We wish you the best in your future endeavors.

Sincerely,
Amazon Human Resources



CONFIDENTIAL



AMZ-BRY002198

CONFIDENTIAL



3/2/2020



Dear [REDACTED]

This letter confirms that the date of involuntary termination of your employment with Amazon.com Services LLC is March 2, 2020.

You have executed a Confidentiality and Invention Assignment Agreement with the Company. You are reminded that certain provisions of the agreement survive the termination of your employment with the Company and remain in full force and effect. Your agreement is available for review in the MyDocs portal for 90 calendar days after the end of your employment.

We wish you the best in your future endeavors.

Sincerely,
Amazon Human Resources



CONFIDENTIAL



AMZ-BRY002199

Acknowledged by associate on February 07, 2020, 1:31:32 PM - Delivered by Leuck, Lawrence (leuckl)

Supportive Feedback Document Behavioral - Final Written



Associate Name: Cruz, Mariano (mcruznn)
Manager Name: Leuck, Lawrence (DN2-0700)
Created On: February 07, 2020, 1:31:32 PM



Summary

Your recent job performance is not meeting Behavioral expectations. Meeting performance standards is a critical component of your job. This document provides specific details about your performance and how you are not meeting expectations. In addition, this document describes the steps you and your manager will take to assist you in improving your performance. As a part of this conversation we are interested in understanding what barriers you think need to be removed, or what improvements can be made which would potentially assist you in improving your performance.

Communication History

The following is a summary of your behavioral feedback:

Level	Count	Most Recent
Documented Coaching	2	December 18, 2019, 12:57:00 PM
Verbal Coaching	1	November 14, 2019, 12:22:22 PM
First Written	1	January 09, 2020, 4:57:29 PM

Details of Current Incident/Specific Concerns

Associates are expected to treat each other, contractors, customers, and visitors with courtesy and professionalism. All associates, regardless of position, are responsible for ensuring that our workplace is free from offensive behavior and harassment. Examples of this behavior can be identified as conduct that includes any verbal or physical conduct that has the purpose or effect of creating an offensive, hostile, or intimidating work environment that interferes with an individual's ability to perform the job. On 2.6.2020 after second break you got into an argument with another associate on the floor. You proceeded to yell and curse at the associate in Spanish saying go to hell and go fuck yourself. During seek to understand, you stated that you "told her in Spanish to go hell and to go fuck herself." These behaviors are in violation of Amazon's Code of Conduct and are a Category 2 violation of Amazon's Standards of Conduct.

Areas of Improvement Required by Associate

Amazon is committed to providing a work environment that promotes the health, safety, and productivity of its associates. Associates are expected to treat each other, contractors, customers, and visitors with courtesy and professionalism. Amazon will not tolerate any conduct whether physical or verbal that does or can be interpreted as creating an offensive, hostile, or intimidating work environment. You are expected to be in compliance with the Amazon's Standards of Conduct policy at all times while working in the Fulfillment Center. Please note that if an associate receives 2 finals or a total of 6 documented counseling write-ups in a rolling 12 months, their employment will end. Immediate improvement is expected.

Associate Comments

I acknowledge that I have been informed of my right to appeal this feedback if I meet all eligibility requirements defined by the Appeals Policy, and that I know where to obtain an appeals packet.

Associate Signature: Acknowledged by Cruz, Mariano (BadgeID: 12603219)

Date: February 07, 2020, 1:31:32 PM

Manager Signature: Acknowledged by Leuck, Lawrence (BadgeID: 0123000)

Date: February 07, 2020, 1:31:32 PM

CONFIDENTIAL

Acknowledged by associate on November 07, 2019, 9:39:11 PM - Delivered by Ochoterena III,Miguel Angel (mochoter)

Supportive Feedback Document Unpaid Personal Time - Notice

amazon.com

Associate Name: [REDACTED]
Manager Name: Ochoterena III,Miguel Angel (DK7-0730)
Created On: November 07, 2019, 9:39:11 PM

Summary

We value you as a team member and appreciate the effort you give to ensure we are the Earth's most customer centric company! As an owner, we want you to be successful. You start your employment with a bank of Unpaid Personal Time (UPT), in addition to paid vacation and personal time. Your UPT bank is refreshed with an additional 20 hours each quarter (up to a maximum of 80 hours). This conversation is to make sure you know where you stand with your bank of UPT and the date your bank will be refreshed. This is just a friendly reminder: if your UPT balance is depleted past zero and you have no paid personal time available or other approved leave options, as described in the attendance policy, termination of employment will occur. So, please make sure you track your UPT balance and manage your time. If you have questions or need help, just ask!

Communication History

The following is a summary of your unpaid personal time feedback:

Level	Count	Most Recent
Notice	1	August 18, 2019, 12:00:00 AM

Details of Current Incident/Specific Concerns

We value you as a team member and appreciate the effort you give to ensure we are the Earth's most customer centric company! As an owner, we want you to be successful. You start your employment with a bank of Unpaid Personal Time (UPT), in addition to paid vacation and personal time. Your UPT bank is refreshed with an additional 20 hours each quarter (up to a maximum of 80 hours). This conversation is to make sure you know where you stand with your bank of UPT and the date your bank will be refreshed. Your next 20-hour allotment of UPT will be deposited into your UPT bank on: **January 01, 2020**, Current UPT Balance is **13**, As of: **November 07, 2019**

Associate Comments

Associate Signature: [REDACTED]

Date: November 07, 2019, 9:39:11 PM

Manager Signature: Acknowledged by Ochoterena III,Miguel Angel (BadgeID: 11940191)

Date: November 07, 2019, 9:39:11 PM

CONFIDENTIAL

AMZ-BRY002102

CONFIDENTIAL

Acknowledged by associate on September 04, 2019, 9:02:06 AM - Delivered by Ochoterena III,Miguel Angel (mochoter)

Supportive Feedback Document Unpaid Personal Time - Notice

**Associate Name:** [REDACTED]**Manager Name:** Ochoterena III,Miguel Angel (DK7-0730)**Created On:** September 04, 2019, 9:02:06 AM

Summary

We value you as a team member and appreciate the effort you give to ensure we are the Earth's most customer centric company! As an owner, we want you to be successful. You start your employment with a bank of Unpaid Personal Time (UPT), in addition to paid vacation and personal time. Your UPT bank is refreshed with an additional 20 hours each quarter (up to a maximum of 80 hours). This conversation is to make sure you know where you stand with your bank of UPT and the date your bank will be refreshed. This is just a friendly reminder: if your UPT balance is depleted past zero and you have no paid personal time available or other approved leave options, as described in the attendance policy, termination of employment will occur. So, please make sure you track your UPT balance and manage your time. If you have questions or need help, just ask!

Communication History

The following is a summary of your unpaid personal time feedback:

Level	Count	Most Recent
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Details of Current Incident/Specific Concerns

We value you as a team member and appreciate the effort you give to ensure we are the Earth's most customer centric company! As an owner, we want you to be successful. You start your employment with a bank of Unpaid Personal Time (UPT), in addition to paid vacation and personal time. Your UPT bank is refreshed with an additional 20 hours each quarter (up to a maximum of 80 hours). This conversation is to make sure you know where you stand with your bank of UPT and the date your bank will be refreshed. Your next 20-hour allotment of UPT will be deposited into your UPT bank on: **October 01, 2019**, Current UPT Balance is **13**, As of: **August 18, 2019**

Associate Comments

Associate Signature: [REDACTED]**Date:** September 04, 2019, 9:02:06 AM**Manager Signature:** Acknowledged by Ochoterena III,Miguel Angel (BadgeID: 11940191)**Date:** September 04, 2019, 9:02:06 AM**CONFIDENTIAL****AMZ-BRY002103**

CONFIDENTIAL

Acknowledged by associate on August 26, 2017, 12:23:58 PM - Delivered by Davis-Walker,Joshua (jdaviswa)

Supportive Feedback Document Unpaid Personal Time - Notice



Associate Name: [REDACTED]
Manager Name: Davis-Walker,Joshua (DN2-0730)
Created On: August 26, 2017, 12:23:58 PM

Summary

We value you as a team member and appreciate the effort you give to ensure we are the Earth's most customer centric company! As an owner, we want you to be successful. You start your employment with a bank of Unpaid Personal Time (UPT), in addition to paid vacation and personal time. Your UPT bank is refreshed with an additional 20 hours each quarter (up to a maximum of 80 hours). This conversation is to make sure you know where you stand with your bank of UPT and the date your bank will be refreshed. This is just a friendly reminder: if your UPT balance is depleted past zero and you have no paid personal time available or other approved leave options, as described in the attendance policy, termination of employment will occur. So, please make sure you track your UPT balance and manage your time. If you have questions or need help, just ask!

Communication History

The following is a summary of your unpaid personal time feedback:

Level	Count	Most Recent
Notice	2	May 02, 2017, 12:00:00 AM

Details of Current Incident/Specific Concerns

We value you as a team member and appreciate the effort you give to ensure we are the Earth's most customer centric company! As an owner, we want you to be successful. You start your employment with a bank of Unpaid Personal Time (UPT), in addition to paid vacation and personal time. Your UPT bank is refreshed with an additional 20 hours each quarter (up to a maximum of 80 hours). This conversation is to make sure you know where you stand with your bank of UPT and the date your bank will be refreshed. Your next 20-hour allotment of UPT will be deposited into your UPT bank on: **October 01, 2017**, Current UPT Balance is **4**, As of: **August 25, 2017**

Associate Comments

Associate Signature: [REDACTED]

Date: August 26, 2017, 12:23:58 PM

Manager Signature: Acknowledged by Davis-Walker,Joshua (BadgeID: 11354029)

Date: August 26, 2017, 12:23:58 PM

CONFIDENTIAL**AMZ-BRY002104**

CONFIDENTIAL

Acknowledged by associate on May 13, 2017, 6:17:55 PM - Delivered by Adkins,Stephen (steadkin)

Supportive Feedback Document Unpaid Personal Time - Notice

**Associate Name:** [REDACTED]**Manager Name:** Adkins,Stephen (DN2-0730)**Created On:** May 13, 2017, 6:17:55 PM

Summary

We value you as a team member and appreciate the effort you give to ensure we are the Earth's most customer centric company! As an owner, we want you to be successful. Each fulltime associate starts out with a bank of 40 of Unpaid Personal Time (UPT), in addition to paid vacation and personal time. Your UPT bank is refreshed with an additional 20 hours each quarter (up to a maximum of 80 hours). This conversation is to make sure you know where you stand with your bank of UPT and the date your bank will be refreshed. This is just a friendly reminder: if your UPT balance is depleted past zero and you have no paid personal time available or other approved leave options, as described in the attendance policy, termination of employment will occur. So, please make sure you track your UPT balance and manage your time. If you have questions or need help, just ask!

Communication History

The following is a summary of your unpaid personal time feedback:

Level	Count	Most Recent
Notice	3	February 11, 2017, 12:00:00 AM

Details of Current Incident/Specific Concerns

We value you as a team member and appreciate the effort you give to ensure we are the Earth's most customer centric company! As an owner, we want you to be successful. Each fulltime associate starts out with a bank of 40 of Unpaid Personal Time (UPT), in addition to paid vacation and personal time. Your UPT bank is refreshed with an additional 20 hours each quarter (up to a maximum of 80 hours). This conversation is to make sure you know where you stand with your bank of UPT and the date your bank will be refreshed. Your next 20-hour allotment of UPT will be deposited into your UPT bank on: **July 01, 2017**, Current UPT Balance is **9**, As of: **May 03, 2017**

Associate Comments

Associate Signature: [REDACTED]**Date:** May 13, 2017, 6:17:55 PM**Manager Signature:** Acknowledged by Adkins,Stephen (BadgeID: 11353912)**Date:** May 13, 2017, 6:17:55 PM**CONFIDENTIAL****AMZ-BRY002105**

CONFIDENTIAL

Acknowledged by associate on February 17, 2017, 10:28:56 AM - Delivered by Davis-Walker,Joshua (jdaviswa)

Supportive Feedback Document Unpaid Personal Time - Notice

**Associate Name:** [REDACTED]**Manager Name:** Adkins,Stephen (DN2-0730)**Created On:** February 17, 2017, 10:28:56 AM

Summary

We value you as a team member and appreciate the effort you give to ensure we are the Earth's most customer centric company! As an owner, we want you to be successful. Each fulltime associate starts out with a bank of 40 of Unpaid Personal Time (UPT), in addition to paid vacation and personal time. Your UPT bank is refreshed with an additional 20 hours each quarter (up to a maximum of 80 hours). This conversation is to make sure you know where you stand with your bank of UPT and the date your bank will be refreshed. This is just a friendly reminder: if your UPT balance is depleted past zero and you have no paid personal time available or other approved leave options, as described in the attendance policy, termination of employment will occur. So, please make sure you track your UPT balance and manage your time. If you have questions or need help, just ask!

Communication History

The following is a summary of your unpaid personal time feedback:

Level	Count	Most Recent
Notice	2	August 02, 2016, 12:00:00 AM

Details of Current Incident/Specific Concerns

We value you as a team member and appreciate the effort you give to ensure we are the Earth's most customer centric company! As an owner, we want you to be successful. Each fulltime associate starts out with a bank of 40 of Unpaid Personal Time (UPT), in addition to paid vacation and personal time. Your UPT bank is refreshed with an additional 20 hours each quarter (up to a maximum of 80 hours). This conversation is to make sure you know where you stand with your bank of UPT and the date your bank will be refreshed. Your next 20-hour allotment of UPT will be deposited into your UPT bank on: **April 01, 2017**, Current UPT Balance is **11**, As of: **February 15, 2017**

Associate Comments

Associate Signature: [REDACTED]**Date:** February 17, 2017, 10:28:56 AM**Manager Signature:** Acknowledged by Davis-Walker,Joshua (BadgeID: 11354029)**Date:** February 17, 2017, 10:28:56 AM**CONFIDENTIAL****AMZ-BRY002106**

CONFIDENTIAL

Acknowledged by associate on Aug 4, 2016 4:42:14 PM - Delivered by Presnal,Margaret Rose (presnalnm)

Supportive Feedback Document Unpaid Personal Time - Notice

**Associate Name:** [REDACTED]**Manager Name:** Presnal,Margaret Rose (DN2-0730)**Created On:** Aug 4, 2016 4:42:14 PM

Summary

We value you as a team member and appreciate the effort you give to ensure we are the Earth's most customer centric company! As an owner, we want you to be successful. Each fulltime associate starts out with a bank of 40 of Unpaid Personal Time (UPT), in addition to paid vacation and personal time. Your UPT bank is refreshed with an additional 20 hours each quarter (up to a maximum of 80 hours). This conversation is to make sure you know where you stand with your bank of UPT and the date your bank will be refreshed. This is just a friendly reminder: if your UPT balance is depleted past zero and you have no paid personal time available or other approved leave options, as described in the attendance policy, termination of employment will occur. So, please make sure you track your UPT balance and manage your time. If you have questions or need help, just ask!

Communication History

Below is a summary of your Attendance communications

Level	Count	Most Recent
Notice	1	May 22, 2016 12:00:00 AM

Details of Current Incident/Specific Concerns

We value you as a team member and appreciate the effort you give to ensure we are the Earth's most customer centric company! As an owner, we want you to be successful. Each fulltime associate starts out with a bank of 40 of Unpaid Personal Time (UPT), in addition to paid vacation and personal time. Your UPT bank is refreshed with an additional 20 hours each quarter (up to a maximum of 80 hours). This conversation is to make sure you know where you stand with your bank of UPT and the date your bank will be refreshed. Your next 20-hour allotment of UPT will be deposited into your UPT bank on: **Oct 1, 2016**, Current UPT Balance is **13**, As of: **Aug 3, 2016**

Associate Comments

Associate Signature: [REDACTED]**Date:** Aug 4, 2016 4:42:14 PM**Manager Signature:** Acknowledged by Presnal,Margaret Rose (BadgelD: 11353937)**Date:** Aug 4, 2016 4:42:14 PM**CONFIDENTIAL****AMZ-BRY002107**

CONFIDENTIAL

Acknowledged by associate on May 26, 2016 4:48:53 PM - Delivered by Presnal,Margaret Rose (presnalm)

Supportive Feedback Document Unpaid Personal Time - Notice

**Associate Name:** [REDACTED]**Manager Name:** Presnal,Margaret Rose (DN2-0730)**Created On:** May 26, 2016 4:48:53 PM

Summary

We value you as a team member and appreciate the effort you give to ensure we are the Earth's most customer centric company! As an owner, we want you to be successful. Each fulltime associate starts out with a bank of 40 of Unpaid Personal Time (UPT), in addition to paid vacation and personal time. Your UPT bank is refreshed with an additional 20 hours each quarter (up to a maximum of 80 hours). This conversation is to make sure you know where you stand with your bank of UPT and the date your bank will be refreshed. This is just a friendly reminder: if your UPT balance is depleted past zero and you have no paid personal time available or other approved leave options, as described in the attendance policy, termination of employment will occur. So, please make sure you track your UPT balance and manage your time. If you have questions or need help, just ask!

Communication History

Below is a summary of your Attendance communications

Level	Count	Most Recent
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Details of Current Incident/Specific Concerns

We value you as a team member and appreciate the effort you give to ensure we are the Earth's most customer centric company! As an owner, we want you to be successful. Each fulltime associate starts out with a bank of 40 of Unpaid Personal Time (UPT), in addition to paid vacation and personal time. Your UPT bank is refreshed with an additional 20 hours each quarter (up to a maximum of 80 hours). This conversation is to make sure you know where you stand with your bank of UPT and the date your bank will be refreshed. Your next 20-hour allotment of UPT will be deposited into your UPT bank on: **Jul 1, 2016**, Current UPT Balance is **10**, As of: **May 26, 2016**

Associate Comments

Associate Signature: [REDACTED]**Date:** May 26, 2016 4:48:53 PM**Manager Signature:** Acknowledged by Presnal,Margaret Rose (BadgeID: 11353937)**Date:** May 26, 2016 4:48:53 PM**CONFIDENTIAL****AMZ-BRY002108**

CONFIDENTIAL

Acknowledged by associate on March 13, 2021, 8:49:37 AM - Delivered by Garcia,Christina (chgrci)

Supportive Feedback Document Unpaid Personal Time - Notice

**Associate Name:** [REDACTED]**Manager Name:** Garcia,Christina (DK7-0730)**Created On:** March 13, 2021, 8:49:37 AM

Summary

We value you as a team member and appreciate the effort you give to ensure we are the Earth's most customer centric company! As an owner, we want you to be successful. You start your employment with a bank of Unpaid Personal Time (UPT), in addition to paid vacation and personal time. Your UPT bank is refreshed with an additional 20 hours each quarter (up to a maximum of 80 hours). This conversation is to make sure you know where you stand with your bank of UPT and the date your bank will be refreshed. This is just a friendly reminder: if your UPT balance is depleted past zero and you have no paid personal time available or other approved leave options, as described in the attendance policy, termination of employment will occur. So, please make sure you track your UPT balance and manage your time. If you have questions or need help, just ask!

Communication History

The following is a summary of your unpaid personal time feedback:

Level	Count	Most Recent
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Details of Current Incident/Specific Concerns

We value you as a team member and appreciate the effort you give to ensure we are the Earth's most customer centric company! As an owner, we want you to be successful. You start your employment with a bank of Unpaid Personal Time (UPT), in addition to paid vacation and personal time. Your UPT bank is refreshed with an additional 20 hours each quarter (up to a maximum of 80 hours). This conversation is to make sure you know where you stand with your bank of UPT and the date your bank will be refreshed. Your next 20-hour allotment of UPT will be deposited into your UPT bank on:

April 01, 2021, Current UPT Balance is **11**, As of: **March 13, 2021**

Associate Comments

AA is aware has 11 hours UPT, UPT was taken on 3/7 and due to being told to clock out to avoid going over 60 hours. Working with HR to fix

Associate Signature: [REDACTED]**Date:** March 13, 2021, 8:49:37 AM**Manager Signature:** Acknowledged by Garcia,Christina (BadgeID: 0323557)**Date:** March 13, 2021, 8:49:37 AM**CONFIDENTIAL****AMZ-BRY002109**

CONFIDENTIAL

Acknowledged by associate on November 07, 2019, 9:39:11 PM - Delivered by Ochoterena III,Miguel Angel (mochoter)

Supportive Feedback Document Unpaid Personal Time - Notice

**Associate Name:** [REDACTED]**Manager Name:** Ochoterena III,Miguel Angel (DK7-0730)**Created On:** November 07, 2019, 9:39:11 PM

Summary

We value you as a team member and appreciate the effort you give to ensure we are the Earth's most customer centric company! As an owner, we want you to be successful. You start your employment with a bank of Unpaid Personal Time (UPT), in addition to paid vacation and personal time. Your UPT bank is refreshed with an additional 20 hours each quarter (up to a maximum of 80 hours). This conversation is to make sure you know where you stand with your bank of UPT and the date your bank will be refreshed. This is just a friendly reminder: if your UPT balance is depleted past zero and you have no paid personal time available or other approved leave options, as described in the attendance policy, termination of employment will occur. So, please make sure you track your UPT balance and manage your time. If you have questions or need help, just ask!

Communication History

The following is a summary of your unpaid personal time feedback:

Level	Count	Most Recent
Notice	1	August 18, 2019, 12:00:00 AM

Details of Current Incident/Specific Concerns

We value you as a team member and appreciate the effort you give to ensure we are the Earth's most customer centric company! As an owner, we want you to be successful. You start your employment with a bank of Unpaid Personal Time (UPT), in addition to paid vacation and personal time. Your UPT bank is refreshed with an additional 20 hours each quarter (up to a maximum of 80 hours). This conversation is to make sure you know where you stand with your bank of UPT and the date your bank will be refreshed. Your next 20-hour allotment of UPT will be deposited into your UPT bank on: **January 01, 2020**, Current UPT Balance is **13**, As of: **November 07, 2019**

Associate Comments

Associate Signature: [REDACTED]**Date:** November 07, 2019, 9:39:11 PM**Manager Signature:** Acknowledged by Ochoterena III,Miguel Angel (BadgeID: 11940191)**Date:** November 07, 2019, 9:39:11 PM**CONFIDENTIAL****AMZ-BRY002110**

CONFIDENTIAL

Acknowledged by associate on September 04, 2019, 9:02:06 AM - Delivered by Ochoterena III,Miguel Angel (mochoter)

Supportive Feedback Document Unpaid Personal Time - Notice

**Associate Name:** [REDACTED]**Manager Name:** Ochoterena III,Miguel Angel (DK7-0730)**Created On:** September 04, 2019, 9:02:06 AM

Summary

We value you as a team member and appreciate the effort you give to ensure we are the Earth's most customer centric company! As an owner, we want you to be successful. You start your employment with a bank of Unpaid Personal Time (UPT), in addition to paid vacation and personal time. Your UPT bank is refreshed with an additional 20 hours each quarter (up to a maximum of 80 hours). This conversation is to make sure you know where you stand with your bank of UPT and the date your bank will be refreshed. This is just a friendly reminder: if your UPT balance is depleted past zero and you have no paid personal time available or other approved leave options, as described in the attendance policy, termination of employment will occur. So, please make sure you track your UPT balance and manage your time. If you have questions or need help, just ask!

Communication History

The following is a summary of your unpaid personal time feedback:

Level	Count	Most Recent
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Details of Current Incident/Specific Concerns

We value you as a team member and appreciate the effort you give to ensure we are the Earth's most customer centric company! As an owner, we want you to be successful. You start your employment with a bank of Unpaid Personal Time (UPT), in addition to paid vacation and personal time. Your UPT bank is refreshed with an additional 20 hours each quarter (up to a maximum of 80 hours). This conversation is to make sure you know where you stand with your bank of UPT and the date your bank will be refreshed. Your next 20-hour allotment of UPT will be deposited into your UPT bank on: **October 01, 2019**, Current UPT Balance is **13**, As of: **August 18, 2019**

Associate Comments

Associate Signature: [REDACTED]**Date:** September 04, 2019, 9:02:06 AM**Manager Signature:** Acknowledged by Ochoterena III,Miguel Angel (BadgeID: 11940191)**Date:** September 04, 2019, 9:02:06 AM**CONFIDENTIAL****AMZ-BRY002111**

CONFIDENTIAL

Acknowledged by associate on August 26, 2017, 12:23:58 PM - Delivered by Davis-Walker,Joshua (jdaviswa)

Supportive Feedback Document Unpaid Personal Time - Notice



Associate Name: [REDACTED]
Manager Name: Davis-Walker,Joshua (DN2-0730)
Created On: August 26, 2017, 12:23:58 PM

Summary

We value you as a team member and appreciate the effort you give to ensure we are the Earth's most customer centric company! As an owner, we want you to be successful. You start your employment with a bank of Unpaid Personal Time (UPT), in addition to paid vacation and personal time. Your UPT bank is refreshed with an additional 20 hours each quarter (up to a maximum of 80 hours). This conversation is to make sure you know where you stand with your bank of UPT and the date your bank will be refreshed. This is just a friendly reminder: if your UPT balance is depleted past zero and you have no paid personal time available or other approved leave options, as described in the attendance policy, termination of employment will occur. So, please make sure you track your UPT balance and manage your time. If you have questions or need help, just ask!

Communication History

The following is a summary of your unpaid personal time feedback:

Level	Count	Most Recent
Notice	2	May 02, 2017, 12:00:00 AM

Details of Current Incident/Specific Concerns

We value you as a team member and appreciate the effort you give to ensure we are the Earth's most customer centric company! As an owner, we want you to be successful. You start your employment with a bank of Unpaid Personal Time (UPT), in addition to paid vacation and personal time. Your UPT bank is refreshed with an additional 20 hours each quarter (up to a maximum of 80 hours). This conversation is to make sure you know where you stand with your bank of UPT and the date your bank will be refreshed. Your next 20-hour allotment of UPT will be deposited into your UPT bank on: **October 01, 2017**, Current UPT Balance is **4**, As of: **August 25, 2017**

Associate Comments

Associate Signature: [REDACTED]

Date: August 26, 2017, 12:23:58 PM

Manager Signature: Acknowledged by Davis-Walker,Joshua (BadgeID: 11354029)

Date: August 26, 2017, 12:23:58 PM

CONFIDENTIAL**AMZ-BRY002112**

CONFIDENTIAL

Acknowledged by associate on May 13, 2017, 6:17:55 PM - Delivered by Adkins,Stephen (steadkin)

Supportive Feedback Document Unpaid Personal Time - Notice

**Associate Name:** [REDACTED]**Manager Name:** Adkins,Stephen (DN2-0730)**Created On:** May 13, 2017, 6:17:55 PM

Summary

We value you as a team member and appreciate the effort you give to ensure we are the Earth's most customer centric company! As an owner, we want you to be successful. Each fulltime associate starts out with a bank of 40 of Unpaid Personal Time (UPT), in addition to paid vacation and personal time. Your UPT bank is refreshed with an additional 20 hours each quarter (up to a maximum of 80 hours). This conversation is to make sure you know where you stand with your bank of UPT and the date your bank will be refreshed. This is just a friendly reminder: if your UPT balance is depleted past zero and you have no paid personal time available or other approved leave options, as described in the attendance policy, termination of employment will occur. So, please make sure you track your UPT balance and manage your time. If you have questions or need help, just ask!

Communication History

The following is a summary of your unpaid personal time feedback:

Level	Count	Most Recent
Notice	3	February 11, 2017, 12:00:00 AM

Details of Current Incident/Specific Concerns

We value you as a team member and appreciate the effort you give to ensure we are the Earth's most customer centric company! As an owner, we want you to be successful. Each fulltime associate starts out with a bank of 40 of Unpaid Personal Time (UPT), in addition to paid vacation and personal time. Your UPT bank is refreshed with an additional 20 hours each quarter (up to a maximum of 80 hours). This conversation is to make sure you know where you stand with your bank of UPT and the date your bank will be refreshed. Your next 20-hour allotment of UPT will be deposited into your UPT bank on: **July 01, 2017**, Current UPT Balance is **9**, As of: **May 03, 2017**

Associate Comments

Associate Signature: [REDACTED]**Date:** May 13, 2017, 6:17:55 PM**Manager Signature:** Acknowledged by Adkins,Stephen (BadgeID: 11353912)**Date:** May 13, 2017, 6:17:55 PM**CONFIDENTIAL****AMZ-BRY002113**

CONFIDENTIAL

Acknowledged by associate on February 17, 2017, 10:28:56 AM - Delivered by Davis-Walker,Joshua (jdaviswa)

Supportive Feedback Document Unpaid Personal Time - Notice

**Associate Name:** [REDACTED]**Manager Name:** Adkins,Stephen (DN2-0730)**Created On:** February 17, 2017, 10:28:56 AM

Summary

We value you as a team member and appreciate the effort you give to ensure we are the Earth's most customer centric company! As an owner, we want you to be successful. Each fulltime associate starts out with a bank of 40 of Unpaid Personal Time (UPT), in addition to paid vacation and personal time. Your UPT bank is refreshed with an additional 20 hours each quarter (up to a maximum of 80 hours). This conversation is to make sure you know where you stand with your bank of UPT and the date your bank will be refreshed. This is just a friendly reminder: if your UPT balance is depleted past zero and you have no paid personal time available or other approved leave options, as described in the attendance policy, termination of employment will occur. So, please make sure you track your UPT balance and manage your time. If you have questions or need help, just ask!

Communication History

The following is a summary of your unpaid personal time feedback:

Level	Count	Most Recent
Notice	2	August 02, 2016, 12:00:00 AM

Details of Current Incident/Specific Concerns

We value you as a team member and appreciate the effort you give to ensure we are the Earth's most customer centric company! As an owner, we want you to be successful. Each fulltime associate starts out with a bank of 40 of Unpaid Personal Time (UPT), in addition to paid vacation and personal time. Your UPT bank is refreshed with an additional 20 hours each quarter (up to a maximum of 80 hours). This conversation is to make sure you know where you stand with your bank of UPT and the date your bank will be refreshed. Your next 20-hour allotment of UPT will be deposited into your UPT bank on: **April 01, 2017**, Current UPT Balance is **11**, As of: **February 15, 2017**

Associate Comments

Associate Signature: [REDACTED]**Date:** February 17, 2017, 10:28:56 AM**Manager Signature:** Acknowledged by Davis-Walker,Joshua (BadgeID: 11354029)**Date:** February 17, 2017, 10:28:56 AM**CONFIDENTIAL****AMZ-BRY002114**

CONFIDENTIAL

Acknowledged by associate on Aug 4, 2016 4:42:14 PM - Delivered by Presnal,Margaret Rose (presnalrm)

Supportive Feedback Document Unpaid Personal Time - Notice

**Associate Name:** [REDACTED]**Manager Name:** Presnal,Margaret Rose (DN2-0730)**Created On:** Aug 4, 2016 4:42:14 PM

Summary

We value you as a team member and appreciate the effort you give to ensure we are the Earth's most customer centric company! As an owner, we want you to be successful. Each fulltime associate starts out with a bank of 40 of Unpaid Personal Time (UPT), in addition to paid vacation and personal time. Your UPT bank is refreshed with an additional 20 hours each quarter (up to a maximum of 80 hours). This conversation is to make sure you know where you stand with your bank of UPT and the date your bank will be refreshed. This is just a friendly reminder: if your UPT balance is depleted past zero and you have no paid personal time available or other approved leave options, as described in the attendance policy, termination of employment will occur. So, please make sure you track your UPT balance and manage your time. If you have questions or need help, just ask!

Communication History

Below is a summary of your Attendance communications

Level	Count	Most Recent
Notice	1	May 22, 2016 12:00:00 AM

Details of Current Incident/Specific Concerns

We value you as a team member and appreciate the effort you give to ensure we are the Earth's most customer centric company! As an owner, we want you to be successful. Each fulltime associate starts out with a bank of 40 of Unpaid Personal Time (UPT), in addition to paid vacation and personal time. Your UPT bank is refreshed with an additional 20 hours each quarter (up to a maximum of 80 hours). This conversation is to make sure you know where you stand with your bank of UPT and the date your bank will be refreshed. Your next 20-hour allotment of UPT will be deposited into your UPT bank on: **Oct 1, 2016**, Current UPT Balance is **13**, As of: **Aug 3, 2016**

Associate Comments

Associate Signature: [REDACTED]**Date:** Aug 4, 2016 4:42:14 PM**Manager Signature:** Acknowledged by Presnal,Margaret Rose (BadgelD: 11353937)**Date:** Aug 4, 2016 4:42:14 PM**CONFIDENTIAL****AMZ-BRY002115**

CONFIDENTIAL

Acknowledged by associate on May 26, 2016 4:48:53 PM - Delivered by Presnal,Margaret Rose (presnalnm)

Supportive Feedback Document Unpaid Personal Time - Notice

**Associate Name:** [REDACTED]**Manager Name:** Presnal,Margaret Rose (DN2-0730)**Created On:** May 26, 2016 4:48:53 PM

Summary

We value you as a team member and appreciate the effort you give to ensure we are the Earth's most customer centric company! As an owner, we want you to be successful. Each fulltime associate starts out with a bank of 40 of Unpaid Personal Time (UPT), in addition to paid vacation and personal time. Your UPT bank is refreshed with an additional 20 hours each quarter (up to a maximum of 80 hours). This conversation is to make sure you know where you stand with your bank of UPT and the date your bank will be refreshed. This is just a friendly reminder: if your UPT balance is depleted past zero and you have no paid personal time available or other approved leave options, as described in the attendance policy, termination of employment will occur. So, please make sure you track your UPT balance and manage your time. If you have questions or need help, just ask!

Communication History

Below is a summary of your Attendance communications

Level	Count	Most Recent
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Details of Current Incident/Specific Concerns

We value you as a team member and appreciate the effort you give to ensure we are the Earth's most customer centric company! As an owner, we want you to be successful. Each fulltime associate starts out with a bank of 40 of Unpaid Personal Time (UPT), in addition to paid vacation and personal time. Your UPT bank is refreshed with an additional 20 hours each quarter (up to a maximum of 80 hours). This conversation is to make sure you know where you stand with your bank of UPT and the date your bank will be refreshed. Your next 20-hour allotment of UPT will be deposited into your UPT bank on: **Jul 1, 2016**, Current UPT Balance is **10**, As of: **May 26, 2016**

Associate Comments

Associate Signature: [REDACTED]**Date:** May 26, 2016 4:48:53 PM**Manager Signature:** Acknowledged by Presnal,Margaret Rose (BadgeID: 11353937)**Date:** May 26, 2016 4:48:53 PM**CONFIDENTIAL****AMZ-BRY002116**

CONFIDENTIAL

Acknowledged by associate on March 13, 2021, 8:49:37 AM - Delivered by Garcia,Christina (chgrci)

Supportive Feedback Document Unpaid Personal Time - Notice

amazon.com

Associate Name: [REDACTED]**Manager Name:** Garcia,Christina (DK7-0730)**Created On:** March 13, 2021, 8:49:37 AM

Summary

We value you as a team member and appreciate the effort you give to ensure we are the Earth's most customer centric company! As an owner, we want you to be successful. You start your employment with a bank of Unpaid Personal Time (UPT), in addition to paid vacation and personal time. Your UPT bank is refreshed with an additional 20 hours each quarter (up to a maximum of 80 hours). This conversation is to make sure you know where you stand with your bank of UPT and the date your bank will be refreshed. This is just a friendly reminder: if your UPT balance is depleted past zero and you have no paid personal time available or other approved leave options, as described in the attendance policy, termination of employment will occur. So, please make sure you track your UPT balance and manage your time. If you have questions or need help, just ask!

Communication History

The following is a summary of your unpaid personal time feedback:

Level	Count	Most Recent
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Details of Current Incident/Specific Concerns

We value you as a team member and appreciate the effort you give to ensure we are the Earth's most customer centric company! As an owner, we want you to be successful. You start your employment with a bank of Unpaid Personal Time (UPT), in addition to paid vacation and personal time. Your UPT bank is refreshed with an additional 20 hours each quarter (up to a maximum of 80 hours). This conversation is to make sure you know where you stand with your bank of UPT and the date your bank will be refreshed. Your next 20-hour allotment of UPT will be deposited into your UPT bank on:

April 01, 2021, Current UPT Balance is **11**, As of: **March 13, 2021**

Associate Comments

AA is aware has 11 hours UPT, UPT was taken on 3/7 and due to being told to clock out to avoid going over 60 hours. Working with HR to fix

Associate Signature: [REDACTED]**Date:** March 13, 2021, 8:49:37 AM**Manager Signature:** Acknowledged by Garcia,Christina (BadgeID: 0323557)**Date:** March 13, 2021, 8:49:37 AM**CONFIDENTIAL****AMZ-BRY002117**

CONFIDENTIAL

Acknowledged by associate on December 04, 2020, 7:30:51 AM - Delivered by Garcia,Christina (chgrci)

Supportive Feedback Document Behavioral - Documented Coaching

**Associate Name:** [REDACTED]**Manager Name:** Garcia,Christina (DK7-0730)**Created On:** December 04, 2020, 7:30:51 AM

Summary

Your recent job performance is not meeting Behavioral expectations. Meeting performance standards is a critical component of your job. This document provides specific details about your performance and how you are not meeting expectations. In addition, this document describes the steps you and your manager will take to assist you in improving your performance. As a part of this conversation we are interested in understanding what barriers you think need to be removed, or what improvements can be made which would potentially assist you in improving your performance.

Communication History

The following is a summary of your behavioral feedback:

Level	Count	Most Recent
Documented Coaching	6	August 09, 2020, 10:10:33 AM

Details of Current Incident/Specific Concerns

The following feedback pertains to Amazon's US FC Extra Time policy. On the week of 11/22-11/28, you worked a total of 60:19 hours. At Amazon.com we are committed to providing a workplace where all associate's well-being are of the utmost importance. NACF Human Resources has put scheduling guidelines in place to help us manage this commitment. Associates will not be asked to nor may they voluntarily work more than 60 hours per workweek, more than 12 hours per day, or more than six consecutive days in a row, regardless of shift.

Areas of Improvement Required by Associate

For hourly associates you must manage your time accordingly to abide with this policy. Failure to do so will result in follow-up from your manager. Immediate improvement is required. If you have any questions about what constitutes appropriate behavior, please reach out to your manager or Human Resources. Please note that If an associate receives 2 finals or a total of 6 documented counseling write-ups in a rolling 12 months, their employment will end. Further Standard of Conduct violations may result in corrective action, up to and including termination.

Associate Comments

Associate Signature: [REDACTED]**Date:** December 04, 2020, 7:30:51 AM**Manager Signature:** Acknowledged by Garcia,Christina (BadgeID: 0323557)**Date:** December 04, 2020, 7:30:51 AM**CONFIDENTIAL****AMZ-BRY002118**

CONFIDENTIAL

Acknowledged by associate on August 15, 2020, 6:15:02 PM - Delivered by Ochoterena III,Miguel Angel (mochoter)

Supportive Feedback Document Behavioral - Documented Coaching



Associate Name: [REDACTED]
Manager Name: Ochoterena III,Miguel Angel (DK7-0730)
Created On: August 15, 2020, 6:15:02 PM

Summary

Your recent job performance is not meeting Behavioral expectations. Meeting performance standards is a critical component of your job. This document provides specific details about your performance and how you are not meeting expectations. In addition, this document describes the steps you and your manager will take to assist you in improving your performance. As a part of this conversation we are interested in understanding what barriers you think need to be removed, or what improvements can be made which would potentially assist you in improving your performance.

Communication History

The following is a summary of your behavioral feedback:

Level	Count	Most Recent
Final Written	2	November 08, 2019, 12:52:16 PM
Documented Coaching	5	June 04, 2020, 6:08:51 PM

Details of Current Incident/Specific Concerns

The following feedback pertains to Amazon's US FC Extra Time policy. On the week of 8/02-8/08 you worked a total 65.09 hours. At Amazon.com we are committed to providing a workplace where all associate's well-being are of the utmost importance. NACF Human Resources has put scheduling guidelines in place to help us manage this commitment. Associates will not be asked to nor may they voluntarily work more than 60 hours per workweek, more than 12 hours per day, or more than six consecutive days in a row, regardless of shift.

Areas of Improvement Required by Associate

For hourly associates you must manage your time accordingly to abide with this policy. Failure to do so will result in follow-up from your manager. Immediate improvement is required. If you have any questions about what constitutes appropriate behavior, please reach out to your manager or Human Resources. Please note that If an associate receives 2 finals or a total of 6 documented counseling write-ups in a rolling 12 months, their employment will end. Further Standard of Conduct violations may result in corrective action, up to and including termination.

Associate Comments

Associate Signature: [REDACTED]

Date: August 15, 2020, 6:15:02 PM

Manager Signature: Acknowledged by Ochoterena III,Miguel Angel (BadgeID: 11940191)

Date: August 15, 2020, 6:15:02 PM

CONFIDENTIAL**AMZ-BRY002119**

CONFIDENTIAL

Acknowledged by associate on June 04, 2020, 6:16:29 PM - Delivered by Ochoterena III,Miguel Angel (mochoter)

Supportive Feedback Document Behavioral - Documented Coaching

**Associate Name:** [REDACTED]**Manager Name:** Ochoterena III,Miguel Angel (DK7-0730)**Created On:** June 04, 2020, 6:16:29 PM

Summary

Your recent job performance is not meeting Behavioral expectations. Meeting performance standards is a critical component of your job. This document provides specific details about your performance and how you are not meeting expectations. In addition, this document describes the steps you and your manager will take to assist you in improving your performance. As a part of this conversation we are interested in understanding what barriers you think need to be removed, or what improvements can be made which would potentially assist you in improving your performance.

Communication History

The following is a summary of your behavioral feedback:

Level	Count	Most Recent
Documented Coaching	4	May 28, 2020, 2:48:24 PM
Final Written	2	November 08, 2019, 12:52:16 PM

Details of Current Incident/Specific Concerns

On 6/4/20, you were observed using a cell phone outside of an emergency on the FC floor which is a violation of Amazon's Cellular Phone and Electronic Devices policy. Due to this violation, you are being issued a Documented Coaching that will affect your ability to transfer for 30 DAYS.

Areas of Improvement Required by Associate

Going forward, you are expected to adhere to the Cell Phone Use Policy and the Personal Electronic Devices policy, which prohibits hourly associates from using cell phones or electronic devices on the FC floor unless they have an emergency. Cell phones and personal electronics may be used during lunch and breaks in non-working areas such as a break room or outside the facility, or if an emergency needs to be attended to in one of those areas. Further behavioral or policy violations may result in additional corrective action, up to and including termination.

Associate Comments

Associate Signature: [REDACTED]**Date:** June 04, 2020, 6:16:29 PM**Manager Signature:** Acknowledged by Ochoterena III,Miguel Angel (BadgeID: 11940191)**Date:** June 04, 2020, 6:16:29 PM**CONFIDENTIAL****AMZ-BRY002120**

CONFIDENTIAL

Acknowledged by associate on May 29, 2020, 8:52:13 AM - Delivered by Ochoterena III,Miguel Angel (mochoter)

Supportive Feedback Document Behavioral - Documented Coaching

**Associate Name:** [REDACTED]**Manager Name:** Ochoterena III,Miguel Angel (DK7-0730)**Created On:** May 29, 2020, 8:52:14 AM

Summary

Your recent job performance is not meeting Behavioral expectations. Meeting performance standards is a critical component of your job. This document provides specific details about your performance and how you are not meeting expectations. In addition, this document describes the steps you and your manager will take to assist you in improving your performance. As a part of this conversation we are interested in understanding what barriers you think need to be removed, or what improvements can be made which would potentially assist you in improving your performance.

Communication History

The following is a summary of your behavioral feedback:

Level	Count	Most Recent
Final Written	2	November 08, 2019, 12:52:16 PM
Documented Coaching	3	April 24, 2020, 4:24:07 PM

Details of Current Incident/Specific Concerns

On 5/28/20, you clocked in for the start of your shift at 7:16. Your scheduled start time on this day was 7:30. You were not approved to clock in early. There was no operational reason why you should have clocked in early on this day. During the seek to understand you stated it won't happen again. Going forward, if you believe there is a reason for you to work after your scheduled end time, you should gain approval from your Leadership team in advance. Not gaining approval for early clock-ins or late clock-outs may result in further corrective action up to and including termination.

Areas of Improvement Required by Associate

This is a violation of the Amazon Standards of Conduct policy. It is important for you to understand that meeting task standards is a critical component of your job. Immediate improvement is expected. Please note that If an associate receives 2 finals or a total of 6 documented counseling write-ups in a rolling 12 months, their employment will end. Continued violation of this policy may result in further corrective action, up to and including termination.

Associate Comments

Associate Signature: [REDACTED]**Date:** May 29, 2020, 8:52:13 AM**Manager Signature:** Acknowledged by Ochoterena III,Miguel Angel (BadgeID: 11940191)**Date:** May 29, 2020, 8:52:13 AM**CONFIDENTIAL****AMZ-BRY002121**

CONFIDENTIAL

Acknowledged by associate on April 24, 2020, 6:37:41 PM - Delivered by Must,Peet (peetmust)

Supportive Feedback Document Behavioral - Documented Coaching



Associate Name: [REDACTED]
Manager Name: Ochoterena III,Miguel Angel (DK7-0730)
Created On: April 24, 2020, 6:37:41 PM

Summary

Your recent job performance is not meeting Behavioral expectations. Meeting performance standards is a critical component of your job. This document provides specific details about your performance and how you are not meeting expectations. In addition, this document describes the steps you and your manager will take to assist you in improving your performance. As a part of this conversation we are interested in understanding what barriers you think need to be removed, or what improvements can be made which would potentially assist you in improving your performance.

Communication History

The following is a summary of your behavioral feedback:

Level	Count	Most Recent
Documented Coaching	2	April 18, 2020, 3:03:04 PM
Final Written	2	November 08, 2019, 12:52:16 PM

Details of Current Incident/Specific Concerns

On 4/24/20 at 0845, you were observed at your pack station with headphones in connected to your cell phone and then again at 0905 using your phone at your station. During the seek to understand, you stated you needed to hear your phone if it vibrated. Amazon's Temporary Phone Use Guidelines states "Mobile phone usage must be limited to approved breaks and meal periods. If you receive an emergency call or text, you are expected to appropriately stop what you are doing, leave the work area, and respond. The following are not approved: Mobile phone use while performing work tasks, walking, or driving Mobile phone use while on the truck dock, in the truck yard, or ramp/tarmac Mobile phone use in PIT lanes or while on/operating PIT Use of headphones or playing games, music, videos, etc. outside of approved break areas Photography, audio/video recordings, or live-streaming content in the facility In addition, you must be able to demonstrate evidence of mobile phone ownership upon request.

Areas of Improvement Required by Associate

You are expected to be in compliance with Amazon's Temporary Phone Use Guidelines at all times while working in the Fulfillment Center. It is important for you to understand that meeting these standards are a critical component of your job. Immediate improvement is expected. Please note that if an associate receives 2 finals or a total of 6 documented counseling write-ups in a rolling 12 months, their employment will end. Continued violation of this policy may result in further corrective action, up to and including termination.

Associate Comments

aa understands amazon capacity

Associate Signature: [REDACTED]

Date: April 24, 2020, 6:37:41 PM

Manager Signature: Acknowledged by Must,Peet (BadgeID: 12390020)

Date: April 24, 2020, 6:37:41 PM

CONFIDENTIAL**AMZ-BRY002122**

CONFIDENTIAL

Acknowledged by associate on April 18, 2020, 4:14:41 PM - Delivered by Ochoterena III,Miguel Angel (mochoter)

Supportive Feedback Document Behavioral - Documented Coaching



Associate Name: [REDACTED]
Manager Name: Ochoterena III,Miguel Angel (DK7-0730)
Created On: April 18, 2020, 4:14:41 PM

Summary

Your recent job performance is not meeting Behavioral expectations. Meeting performance standards is a critical component of your job. This document provides specific details about your performance and how you are not meeting expectations. In addition, this document describes the steps you and your manager will take to assist you in improving your performance. As a part of this conversation we are interested in understanding what barriers you think need to be removed, or what improvements can be made which would potentially assist you in improving your performance.

Communication History

The following is a summary of your behavioral feedback:

Level	Count	Most Recent
Final Written	2	November 08, 2019, 12:52:16 PM
Documented Coaching	1	February 25, 2020, 11:34:49 AM

Details of Current Incident/Specific Concerns

On 4/18/20, you were observed using your phone while packing. During the seek to understand, put it away. Amazon's Temporary Phone Use Guidelines states "Mobile phone usage must be limited to approved breaks and meal periods. If you receive an emergency call or text, you are expected to appropriately stop what you are doing, leave the work area, and respond. The following are not approved: Mobile phone use while performing work tasks, walking, or driving Mobile phone use while on the truck dock, in the truck yard, or ramp/tarmac Mobile phone use in PIT lanes or while on/operating PIT Use of headphones or playing games, music, videos, etc. outside of approved break areas

Areas of Improvement Required by Associate

You are expected to be in compliance with Amazon's Temporary Phone Use Guidelines at all times while working in the Fulfillment Center. It is important for you to understand that meeting these standards are a critical component of your job. Immediate improvement is expected. Please note that if an associate receives 2 finals or a total of 6 documented counseling write-ups in a rolling 12 months, their employment will end. Continued violation of this policy may result in further corrective action, up to and including termination.

Associate Comments

Associate Signature: [REDACTED]**Date:** April 18, 2020, 4:14:41 PM**Manager Signature:** Acknowledged by Ochoterena III,Miguel Angel (BadgeID: 11940191)**Date:** April 18, 2020, 4:14:41 PM**CONFIDENTIAL****AMZ-BRY002123**

CONFIDENTIAL

Acknowledged by associate on February 25, 2020, 1:30:04 PM - Delivered by sobi,Foluke (afoluke)

Supportive Feedback Document Behavioral - Documented Coaching



Associate Name: [REDACTED]
Manager Name: Ochoterena III,Miguel Angel (DK7-0730)
Created On: February 25, 2020, 1:30:04 PM

Summary

Your recent job performance is not meeting Behavioral expectations. Meeting performance standards is a critical component of your job. This document provides specific details about your performance and how you are not meeting expectations. In addition, this document describes the steps you and your manager will take to assist you in improving your performance. As a part of this conversation we are interested in understanding what barriers you think need to be removed, or what improvements can be made which would potentially assist you in improving your performance.

Communication History

The following is a summary of your behavioral feedback:

Level	Count	Most Recent
First Written	1	March 08, 2019, 10:44:57 AM
Final Written	2	November 08, 2019, 12:52:16 PM

Details of Current Incident/Specific Concerns

On the shift 2/25/2020, you were observed to be in violation of our 15 minute break policy by taking an extended break of 20:20 minutes during first break. This behavior is in violation of Amazon's Standards of Conduct and Attendance Policy. "Failure to adhere to starting time, quitting time, or break time policies, or "wasting time" and is considered to be a Category 2 violation of the Standards of Conduct. During the STU you apologized and said you will take the warning

Areas of Improvement Required by Associate

Associate commitment to completing assigned tasks is critical in order to be Earth's most customer-centric company. As owners, we count on you to help achieve this mission. Your customers and teammates count on you to remain on task and complete your assigned job duties. For every scheduled ten hour shift, Amazon provides two 15 minute breaks, a 30 minute lunch period, two meetings at the start of shift and after lunch, and account for travel time between work areas. However, failure to adhere to start times, quitting times, or break time policies, as well as wasting time, will be addressed through performance management using coaching or corrective actions. This is a violation of the Amazon Standards of Conduct policy. It is important for you to understand that meeting task standards is a critical component of your job. Please note that If an associate receives 2 finals or a total of 6 documented counseling write-ups in a rolling 12 months, their employment will end. Further Standard of Conduct violations may result in corrective action, up to and including termination.

Associate Comments

Associate Signature: [REDACTED]

Date: February 25, 2020, 1:30:04 PM

Manager Signature: Acknowledged by sobi,Foluke (BadgeID: 12284260)

Date: February 25, 2020, 1:30:04 PM

CONFIDENTIAL**AMZ-BRY002124**

CONFIDENTIAL

Acknowledged by associate on November 08, 2019, 1:02:31 PM - Delivered by Outeiral,Kelly janice (outkelly)

Supportive Feedback Document Behavioral - Final Written



Associate Name: [REDACTED]
Manager Name: Ochoterena III,Miguel Angel (DK7-0730)
Created On: November 08, 2019, 1:02:31 PM

Summary

Your recent job performance is not meeting Behavioral expectations. Meeting performance standards is a critical component of your job. This document provides specific details about your performance and how you are not meeting expectations. In addition, this document describes the steps you and your manager will take to assist you in improving your performance. As a part of this conversation we are interested in understanding what barriers you think need to be removed, or what improvements can be made which would potentially assist you in improving your performance.

Communication History

The following is a summary of your behavioral feedback:

Level	Count	Most Recent
First Written	1	March 08, 2019, 10:44:57 AM
Final Written	1	October 30, 2019, 11:04:59 AM
Verbal Coaching	1	December 02, 2018, 12:43:43 PM

Details of Current Incident/Specific Concerns

On 11/8 you were seen raising your elbow and hitting another AA while bringing your items back to pack. Due to your history with the other AA Associates are expected to treat each other, contractors, customers, and visitors with courtesy and professionalism. All associates, regardless of position, are responsible for ensuring that our workplace is free from offensive behavior and harassment. Examples of this behavior can be identified as conduct that includes any verbal or physical conduct that has the purpose or effect of creating an offensive, hostile, or intimidating work environment that interferes with an individual's ability to perform the job. On (inset incident details) These behaviors are in violation of Amazon's Code of Conduct and are a Category 2 violation of Amazon's Standards of Conduct.

Areas of Improvement Required by Associate

Amazon is committed to providing a work environment that promotes the health, safety, and productivity of its associates. Associates are expected to treat each other, contractors, customers, and visitors with courtesy and professionalism. Amazon will not tolerate any conduct whether physical or verbal that does or can be interpreted as creating an offensive, hostile, or intimidating work environment. You are expected to be in compliance with the Amazons Standards of Conduct policy at all times while working in the Fulfillment Center. Please note that if an associate receives 2 finals or a total of 6 documented counseling write-ups in a rolling 12 months, their employment will end. Immediate improvement is expected.

Associate Comments

I acknowledge that I have been informed of my right to appeal this feedback if I meet all eligibility requirements defined by the Appeals Policy, and that I know where to obtain an appeals packet.

Associate Signature: [REDACTED]

Date: November 08, 2019, 1:02:31 PM

Manager Signature: Acknowledged by Outeiral,Kelly janice (BadgeID: 12307653)

Date: November 08, 2019, 1:02:31 PM

CONFIDENTIAL**AMZ-BRY002125**

CONFIDENTIAL

Acknowledged by associate on March 17, 2018, 3:45:25 PM - Delivered by Davis-Walker,Joshua (jdaviswa)

Supportive Feedback Document Behavioral - Documented Coaching

**Associate Name:** [REDACTED]**Manager Name:** Davis-Walker,Joshua (DK0-ACOM)**Created On:** March 17, 2018, 3:45:25 PM

Summary

Your recent job performance is not meeting Behavioral expectations. Meeting performance standards is a critical component of your job. This document provides specific details about your performance and how you are not meeting expectations. In addition, this document describes the steps you and your manager will take to assist you in improving your performance. As a part of this conversation we are interested in understanding what barriers you think need to be removed, or what improvements can be made which would potentially assist you in improving your performance.

Communication History

The following is a summary of your behavioral feedback:

Level	Count	Most Recent
First Written	3	October 18, 2017, 6:22:31 PM
Documented Coaching	3	November 07, 2017, 1:55:28 PM
Second Written	1	August 29, 2017, 7:16:31 PM

Details of Current Incident/Specific Concerns

"What is a free replacement concession? Free replacements are shipments sent to customers that had a negative experience, either with a missing or damaged item in their original order. Extensive research by the Customer Service team allows us to identify the Root Cause and the Associate responsible for free replacement concessions. There are currently no SQPR Quality Policies for pack although concessions directly influence customer experience and are very expensive to our business. The free replacements discovered by Amazon Customer Experience allows us to provide Supportive Quality Performance Feedback to associates. Defect Type: [REDACTED] # of Defects: [REDACTED] DPMO: [REDACTED] Total Number Of Units: [REDACTED] Date of Errors : Week of 03/06/2018 Exceptions: [REDACTED]
[REDACTED] Final Written Warning "

Areas of Improvement Required by Associate

You are expected to meet 100% of the Quality Performance expectation. Please note that if an associate receives 2 finals or a total of 6 documented counseling write-ups in a rolling 12 months, their employment will end. We are committed to assisting you in improving your quality performance, and will assist you in addressing any job related barriers that are impacting your ability to meet quality expectations.

Associate Comments

Associate Signature: [REDACTED]**Date:** March 17, 2018, 3:45:25 PM**Manager Signature:** Acknowledged by Davis-Walker,Joshua (BadgeID: 11354029)**Date:** March 17, 2018, 3:45:25 PM**CONFIDENTIAL****AMZ-BRY002126**

CONFIDENTIAL

Refused to sign by associate on November 09, 2017, 5:04:04 PM - Delivered by Davis-Walker,Joshua (jdaviswa)

Supportive Feedback Document Behavioral - Documented Coaching



Associate Name: [REDACTED]
Manager Name: Davis-Walker,Joshua (DN2-0730)
Created On: November 09, 2017, 5:04:04 PM

Summary

Your recent job performance is not meeting Behavioral expectations. Meeting performance standards is a critical component of your job. This document provides specific details about your performance and how you are not meeting expectations. In addition, this document describes the steps you and your manager will take to assist you in improving your performance. As a part of this conversation we are interested in understanding what barriers you think need to be removed, or what improvements can be made which would potentially assist you in improving your performance.

Communication History

The following is a summary of your behavioral feedback:

Level	Count	Most Recent
Documented Coaching	4	October 24, 2017, 7:03:14 PM
Second Written	1	August 29, 2017, 7:16:31 PM
Verbal Coaching	1	January 05, 2017, 6:07:43 PM
First Written	3	October 18, 2017, 6:22:31 PM

Details of Current Incident/Specific Concerns

"What is a free replacement concession? Free replacements are shipments sent to customers that had a negative experience, either with a missing or damaged item in their original order. Extensive research by the Customer Service team allows us to identify the Root Cause and the Associate responsible for free replacement concessions. There are currently no SQPR Quality Policies for pack although concessions directly influence customer experience and are very expensive to our business. The free replacements discovered by Amazon Customer Experience allows us to provide Supportive Quality Performance Feedback to associates. Defect Type: [REDACTED] # of Defects: [REDACTED] DPMO [REDACTED] Total Number Of Units: [REDACTED] Date of Errors : Week of 10/29/2017 Exceptions: [REDACTED]
[REDACTED] Final Written Warning "

Areas of Improvement Required by Associate

You are expected to meet 100% of the Quality Performance expectation. Please note that if an associate receives 2 finals or a total of 6 documented counseling write-ups in a rolling 12 months, their employment will end. We are committed to assisting you in improving your quality performance, and will assist you in addressing any job related barriers that are impacting your ability to meet quality expectations.

Associate Comments

Associate Signature: [REDACTED]

Date: November 09, 2017, 5:04:04 PM

Manager Signature: Acknowledged by Davis-Walker,Joshua (BadgeID: 11354029)

Date: November 09, 2017, 5:04:04 PM

CONFIDENTIAL**AMZ-BRY002127**

CONFIDENTIAL

Refused to sign by associate on October 28, 2017, 4:52:37 PM - Delivered by Davis-Walker,Joshua (jdaviswa)

Supportive Feedback Document Behavioral - Documented Coaching



Associate Name: [REDACTED]
Manager Name: Davis-Walker,Joshua (DN2-0730)
Created On: October 28, 2017, 4:52:37 PM

Summary

Your recent job performance is not meeting Behavioral expectations. Meeting performance standards is a critical component of your job. This document provides specific details about your performance and how you are not meeting expectations. In addition, this document describes the steps you and your manager will take to assist you in improving your performance. As a part of this conversation we are interested in understanding what barriers you think need to be removed, or what improvements can be made which would potentially assist you in improving your performance.

Communication History

The following is a summary of your behavioral feedback:

Level	Count	Most Recent
Documented Coaching	3	August 09, 2017, 12:05:10 AM
Verbal Coaching	1	January 05, 2017, 6:07:43 PM
First Written	3	October 18, 2017, 6:22:31 PM
Second Written	1	August 29, 2017, 7:16:31 PM

Details of Current Incident/Specific Concerns

On the shift starting 10/24/17, you were observed to be in violation of our 15 minute break policy by taking an extended break of 21:35 minutes during second break. This behavior is in violation of Amazon's Standards of Conduct and Attendance Policy. "Failure to adhere to starting time, quitting time, or break time policies , or "wasting time" and is considered to be a Category 2 violation of the Standards of Conduct.

Areas of Improvement Required by Associate

Associate commitment to completing assigned tasks is critical in order to be Earth's most customer-centric company. As owners, we count on you to help achieve this mission. Your customers and teammates count on you to remain on task and complete your assigned job duties. For every scheduled ten hour shift, Amazon provides two 15 minute breaks, a 30 minute lunch period, two meetings at the start of shift and after lunch, and account for travel time between work areas. However, failure to adhere to start times, quitting times, or break time policies, as well as wasting time, will be addressed through performance management using coaching or corrective actions. This is a violation of the Amazon Standards of Conduct policy. It is important for you to understand that meeting task standards is a critical component of your job. Immediate improvement is expected. Please note that If an associate receives 2 finals or a total of 6 documented counseling write-ups in a rolling 12 months, their employment will end. Further Standard of Conduct violations may result in corrective action, up to and including termination.

Associate Comments

Associate Signature: [REDACTED]

Date: October 28, 2017, 4:52:37 PM

Manager Signature: Acknowledged by Davis-Walker,Joshua (BadgeID: 11354029)

Date: October 28, 2017, 4:52:37 PM

CONFIDENTIAL**AMZ-BRY002128**

CONFIDENTIAL

Refused to sign by associate on October 19, 2017, 2:25:55 PM - Delivered by Davis-Walker, Joshua (jdaviswa)

Supportive Feedback Document Behavioral - First Written



Associate Name: [REDACTED]
Manager Name: Davis-Walker, Joshua (DN2-0730)
Created On: October 19, 2017, 2:25:55 PM

Summary

Your recent job performance is not meeting Behavioral expectations. Meeting performance standards is a critical component of your job. This document provides specific details about your performance and how you are not meeting expectations. In addition, this document describes the steps you and your manager will take to assist you in improving your performance. As a part of this conversation we are interested in understanding what barriers you think need to be removed, or what improvements can be made which would potentially assist you in improving your performance.

Communication History

The following is a summary of your behavioral feedback:

Level	Count	Most Recent
Verbal Coaching	1	January 05, 2017, 6:07:43 PM
Documented Coaching	3	August 09, 2017, 12:05:10 AM
Second Written	1	August 29, 2017, 7:16:31 PM
First Written	2	July 29, 2017, 2:19:12 PM

Details of Current Incident/Specific Concerns

The following feedback pertains to Amazon's Standards of Conduct. On 10/10/17, you referred to a male associate as a female and insulted their sexual orientation. The policy classifies abusive, vulgar, or harassing language to a supervisor, fellow associate, or vendor as a Category 2 violation of the Standards of Conduct.

Areas of Improvement Required by Associate

The Standards of Conduct strive to establish a collaborative, non-hostile work environment. The acts of inappropriate behavior creates a hostile atmosphere and may offend others. You are expected to be in compliance with the Standards of Conduct policy at all times while working in the Fulfillment Center. Continued violation of this policy may result in further corrective action, up to and including termination.

Associate Comments

AA expressed a concern about not having a STU from HR or the AM on duty

Associate Signature: [REDACTED]**Date:** October 19, 2017, 2:25:55 PM**Manager Signature:** Acknowledged by Davis-Walker, Joshua (BadgeID: 11354029)**Date:** October 19, 2017, 2:25:55 PM**CONFIDENTIAL****AMZ-BRY002129**

CONFIDENTIAL

Refused to sign by associate on August 10, 2017, 5:18:42 PM - Delivered by Davis-Walker,Joshua (jdaviswa)

Supportive Feedback Document Behavioral - Documented Coaching



Associate Name: [REDACTED]
Manager Name: Davis-Walker,Joshua (DN2-0730)
Created On: August 10, 2017, 5:18:42 PM

Summary

Your recent job performance is not meeting Behavioral expectations. Meeting performance standards is a critical component of your job. This document provides specific details about your performance and how you are not meeting expectations. In addition, this document describes the steps you and your manager will take to assist you in improving your performance. As a part of this conversation we are interested in understanding what barriers you think need to be removed, or what improvements can be made which would potentially assist you in improving your performance.

Communication History

The following is a summary of your behavioral feedback:

Level	Count	Most Recent
Documented Coaching	2	February 23, 2017, 2:57:08 PM
First Written	2	July 29, 2017, 2:19:12 PM
Verbal Coaching	1	January 05, 2017, 6:07:43 PM

Details of Current Incident/Specific Concerns

On the shift starting 8/6/17, you were observed to be in violation of our 15 minute break policy by taking an extended break of 20 minutes 21 seconds during first break. This behavior is in violation of Amazon's Standards of Conduct and Attendance Policy. "Failure to adhere to starting time, quitting time, or break time policies , or "wasting time" and is considered to be a Category 2 violation of the Standards of Conduct.

Areas of Improvement Required by Associate

Associate commitment to completing assigned tasks is critical in order to be Earth's most customer-centric company. As owners, we count on you to help achieve this mission. Your customers and teammates count on you to remain on task and complete your assigned job duties. For every scheduled ten hour shift, Amazon provides two 15 minute breaks, a 30 minute lunch period, two meetings at the start of shift and after lunch, and account for travel time between work areas. However, failure to adhere to start times, quitting times, or break time policies, as well as wasting time, will be addressed through performance management using coaching or corrective actions. This is a violation of the Amazon Standards of Conduct policy. It is important for you to understand that meeting task standards is a critical component of your job. Immediate improvement is expected. Please note that If an associate receives 2 finals or a total of 6 documented counseling write-ups in a rolling 12 months, their employment will end. Further Standard of Conduct violations may result in corrective action, up to and including termination.

Associate Comments

Associate Signature: [REDACTED]

Date: August 10, 2017, 5:18:42 PM

Manager Signature: Acknowledged by Davis-Walker,Joshua (BadgeID: 11354029)

Date: August 10, 2017, 5:18:42 PM

CONFIDENTIAL**AMZ-BRY002130**

CONFIDENTIAL

Refused to sign by associate on February 26, 2017, 11:14:30 AM - Delivered by Vora,Jairaj Deepak (jairvora)

Supportive Feedback Document Behavioral - Documented Coaching



Associate Name: [REDACTED]
Manager Name: Adkins,Stephen (DN2-0730)
Created On: February 26, 2017, 11:14:30 AM

Summary

Your recent job performance is not meeting Behavioral expectations. Meeting performance standards is a critical component of your job. This document provides specific details about your performance and how you are not meeting expectations. In addition, this document describes the steps you and your manager will take to assist you in improving your performance. As a part of this conversation we are interested in understanding what barriers you think need to be removed, or what improvements can be made which would potentially assist you in improving your performance.

Communication History

The following is a summary of your behavioral feedback:

Level	Count	Most Recent
Documented Coaching	2	January 07, 2017, 12:41:34 PM
Verbal Coaching	1	January 05, 2017, 6:07:43 PM

Details of Current Incident/Specific Concerns

"What is a free replacement concession? Free replacements are shipments sent to customers that had a negative experience, either with a missing or damaged item in their original order. Extensive research by the Customer Service team allows us to identify the Root Cause and the Associate responsible for free replacement concessions. There are currently no SQPR Quality Policies for pack although concessions directly influence customer experience and are very expensive to our business. The free replacements discovered by Amazon Customer Experience allows us to provide Supportive Quality Performance Feedback to associates. Defect Type: [REDACTED] # of Defects: [REDACTED] DPMO: [REDACTED] Total Number Of Units: [REDACTED] Date Errors Discovered: 02/23/2017 Exceptions: [REDACTED] Final Written Warning "

Areas of Improvement Required by Associate

You are expected to meet 100% of the Quality Performance expectation. Please note that if an associate receives 2 finals or a total of 6 documented counseling write-ups in a rolling 12 months, their employment will end. We are committed to assisting you in improving your quality performance, and will assist you in addressing any job related barriers that are impacting your ability to meet quality expectations.

Associate Comments

Associate Signature: [REDACTED]

Date: February 26, 2017, 11:14:30 AM

Manager Signature: Acknowledged by Vora,Jairaj Deepak (BadgelD: 0163635)

Date: February 26, 2017, 11:14:30 AM

CONFIDENTIAL**AMZ-BRY002131**

CONFIDENTIAL

Acknowledged by associate on January 13, 2017, 11:45:38 AM - Delivered by Presnal,Margaret Rose (presnalm)

Supportive Feedback Document Behavioral - Documented Coaching



Associate Name: [REDACTED]
Manager Name: Presnal,Margaret Rose (DN2-0730)
Created On: January 13, 2017, 11:45:38 AM

Summary

Your recent job performance is not meeting Behavioral expectations. Meeting performance standards is a critical component of your job. This document provides specific details about your performance and how you are not meeting expectations. In addition, this document describes the steps you and your manager will take to assist you in improving your performance. As a part of this conversation we are interested in understanding what barriers you think need to be removed, or what improvements can be made which would potentially assist you in improving your performance.

Communication History

The following is a summary of your behavioral feedback:

Level	Count	Most Recent
Documented Coaching	1	March 26, 2016, 2:24:31 PM

Details of Current Incident/Specific Concerns

Your recent attendance performance has fallen below behavioral expectations. On 1/7/2016 you clocked out early without letting management know. There is a one hour professional courtesy notice that is requested for planning the remainder of the shift from a volume standpoint. Clocking out early is considered unacceptable and will not be tolerated.

Areas of Improvement Required by Associate

Associate commitment to completing assigned tasks is critical in order to be Earth's most customer-centric company. As owners, we count on you to help achieve this mission. Your customers and teammates count on you to remain on task and complete your assigned job duties. For every scheduled ten hour shift, Amazon provides two 15 minute breaks, a 30 minute lunch period, two meetings at the start of shift and after lunch, and account for travel time between work areas. However, failure to adhere to start times, quitting times, or break time policies, as well as wasting time, will be addressed through performance management using coaching or corrective actions. This is a violation of the Amazon Standards of Conduct policy. It is important for you to understand that meeting task standards is a critical component of your job. Immediate improvement is expected. Please note that If an associate receives 2 finals or a total of 6 documented counseling write-ups in a rolling 12 months, their employment will end. Further Standard of Conduct violations may result in corrective action, up to and including termination.

Associate Comments

Associate Signature: [REDACTED]

Date: January 13, 2017, 11:45:38 AM

Manager Signature: Acknowledged by Presnal,Margaret Rose (BadgeID: 11353937)

Date: January 13, 2017, 11:45:38 AM

CONFIDENTIAL**AMZ-BRY002132**

CONFIDENTIAL

Acknowledged by associate on Mar 26, 2016 3:37:08 PM - Delivered by Presnal,Margaret Rose (presnalm)

Supportive Feedback Document Behavioral - Documented Coaching



Associate Name: [REDACTED]
Manager Name: Presnal,Margaret Rose (DN2-0730)
Created On: Mar 26, 2016 3:37:08 PM

Summary

Your recent job performance is not meeting Behavioral expectations. Meeting performance standards is a critical component of your job. This document provides specific details about your performance and how you are not meeting expectations. In addition, this document describes the steps you and your manager will take to assist you in improving your performance. As a part of this conversation we are interested in understanding what barriers you think need to be removed, or what improvements can be made which would potentially assist you in improving your performance.

Communication History

Below is a summary of your Behavioral communications

Level	Count	Most Recent
Documented Coaching	1	Jan 6, 2016 8:45:06 PM

Details of Current Incident/Specific Concerns

Your recent time-on-task performance has fallen below behavioral expectations. On the shift starting 3/25/16, you were observed to be off-task by 38 minutes and 58 seconds. These behaviors are violations of Amazon's Standards of Conduct and Attendance policy. "Failure to adhere to starting time, quitting time, or break time policies, or wasting time" is considered a Category 2 violation of the Standards of Conduct.

Areas of Improvement Required by Associate

Associate commitment to completing assigned tasks is critical in order to be Earth's most customer-centric company. As owners, we count on you to help achieve this mission. Your customers and teammates count on you to remain on task and complete your assigned job duties. For every scheduled ten hour shift, Amazon provides two 15 minute breaks, a 30 minute lunch period, two meetings at the start of shift and after lunch, and account for travel time between work areas. However, failure to adhere to start times, quitting times, or break time policies, as well as wasting time, will be addressed through performance management using coaching or corrective actions. This is a violation of the Amazon Standards of Conduct policy. It is important for you to understand that meeting task standards is a critical component of your job. Immediate improvement is expected. Please note that If an associate receives 2 finals or a total of 6 documented counseling write-ups in a rolling 12 months, their employment will end. Further Standard of Conduct violations may result in corrective action, up to and including termination.

Associate Comments

Associate Signature: [REDACTED]**Date:** Mar 26, 2016 3:37:08 PM**Manager Signature:** Acknowledged by Presnal,Margaret Rose (BadgelD: 11353937)**Date:** Mar 26, 2016 3:37:08 PM**CONFIDENTIAL****AMZ-BRY002133**

CONFIDENTIAL

Acknowledged by associate on April 12, 2021, 11:25:23 AM - Delivered by Springer,Michael (sprlawre)

Supportive Feedback Document Behavioral - Documented Coaching

**Associate Name:** [REDACTED]**Manager Name:** Garcia,Christina (DK7-0730)**Created On:** April 12, 2021, 11:25:23 AM

Summary

Your recent job performance is not meeting Behavioral expectations. Meeting performance standards is a critical component of your job. This document provides specific details about your performance and how you are not meeting expectations. In addition, this document describes the steps you and your manager will take to assist you in improving your performance. As a part of this conversation we are interested in understanding what barriers you think need to be removed, or what improvements can be made which would potentially assist you in improving your performance.

Communication History

The following is a summary of your behavioral feedback:

Level	Count	Most Recent
Documented Coaching	6	November 29, 2020, 8:45:50 AM

Details of Current Incident/Specific Concerns

The following feedback pertains to Amazon's Security policy. On 4/5/21 you failed the screening process by carrying an unregistered asset through the security checkpoint. It is against Amazon's Security policy for Associates to have unregistered electronic devices in working areas (on the fulfillment center floor, in restrooms, or other work areas). Electronic devices may be used during lunch and breaks in a non-working area such as a break room or outside the facility.

Areas of Improvement Required by Associate

You are expected to be in compliance with Amazon's Security policy at all times while working in the Fulfillment Center. Please note that If an associate receives 2 finals or a total of 6 documented counseling write-ups in a rolling 12 months, their employment will end. Further Standard of Conduct violations may result in corrective action, up to and including termination.

Associate Comments

Associate Signature: [REDACTED]**Date:** April 12, 2021, 11:25:23 AM**Manager Signature:** Acknowledged by Springer,Michael (BadgeID: 11011792)**Date:** April 12, 2021, 11:25:23 AM**CONFIDENTIAL****AMZ-BRY002134**

CONFIDENTIAL

Acknowledged by associate on December 04, 2020, 7:30:51 AM - Delivered by Garcia,Christina (chgrci)

Supportive Feedback Document Behavioral - Documented Coaching



Associate Name: [REDACTED]
Manager Name: Garcia,Christina (DK7-0730)
Created On: December 04, 2020, 7:30:51 AM

Summary

Your recent job performance is not meeting Behavioral expectations. Meeting performance standards is a critical component of your job. This document provides specific details about your performance and how you are not meeting expectations. In addition, this document describes the steps you and your manager will take to assist you in improving your performance. As a part of this conversation we are interested in understanding what barriers you think need to be removed, or what improvements can be made which would potentially assist you in improving your performance.

Communication History

The following is a summary of your behavioral feedback:

Level	Count	Most Recent
Documented Coaching	6	August 09, 2020, 10:10:33 AM

Details of Current Incident/Specific Concerns

The following feedback pertains to Amazon's US FC Extra Time policy. On the week of 11/22-11/28, you worked a total of 60:19 hours. At Amazon.com we are committed to providing a workplace where all associate's well-being are of the utmost importance. NACF Human Resources has put scheduling guidelines in place to help us manage this commitment. Associates will not be asked to nor may they voluntarily work more than 60 hours per workweek, more than 12 hours per day, or more than six consecutive days in a row, regardless of shift.

Areas of Improvement Required by Associate

For hourly associates you must manage your time accordingly to abide with this policy. Failure to do so will result in follow-up from your manager. Immediate improvement is required. If you have any questions about what constitutes appropriate behavior, please reach out to your manager or Human Resources. Please note that If an associate receives 2 finals or a total of 6 documented counseling write-ups in a rolling 12 months, their employment will end. Further Standard of Conduct violations may result in corrective action, up to and including termination.

Associate Comments

Associate Signature: [REDACTED]

Date: December 04, 2020, 7:30:51 AM

Manager Signature: Acknowledged by Garcia,Christina (BadgeID: 0323557)

Date: December 04, 2020, 7:30:51 AM

CONFIDENTIAL**AMZ-BRY002135**

CONFIDENTIAL

Acknowledged by associate on August 15, 2020, 6:15:02 PM - Delivered by Ochoterena III,Miguel Angel (mochoter)

Supportive Feedback Document Behavioral - Documented Coaching

**Associate Name:** [REDACTED]**Manager Name:** Ochoterena III,Miguel Angel (DK7-0730)**Created On:** August 15, 2020, 6:15:02 PM

Summary

Your recent job performance is not meeting Behavioral expectations. Meeting performance standards is a critical component of your job. This document provides specific details about your performance and how you are not meeting expectations. In addition, this document describes the steps you and your manager will take to assist you in improving your performance. As a part of this conversation we are interested in understanding what barriers you think need to be removed, or what improvements can be made which would potentially assist you in improving your performance.

Communication History

The following is a summary of your behavioral feedback:

Level	Count	Most Recent
Final Written	2	November 08, 2019, 12:52:16 PM
Documented Coaching	5	June 04, 2020, 6:08:51 PM

Details of Current Incident/Specific Concerns

The following feedback pertains to Amazon's US FC Extra Time policy. On the week of 8/02-8/08 you worked a total 65.09 hours. At Amazon.com we are committed to providing a workplace where all associate's well-being are of the utmost importance. NACF Human Resources has put scheduling guidelines in place to help us manage this commitment. Associates will not be asked to nor may they voluntarily work more than 60 hours per workweek, more than 12 hours per day, or more than six consecutive days in a row, regardless of shift.

Areas of Improvement Required by Associate

For hourly associates you must manage your time accordingly to abide with this policy. Failure to do so will result in follow-up from your manager. Immediate improvement is required. If you have any questions about what constitutes appropriate behavior, please reach out to your manager or Human Resources. Please note that If an associate receives 2 finals or a total of 6 documented counseling write-ups in a rolling 12 months, their employment will end. Further Standard of Conduct violations may result in corrective action, up to and including termination.

Associate Comments

Associate Signature: [REDACTED]**Date:** August 15, 2020, 6:15:02 PM**Manager Signature:** Acknowledged by Ochoterena III,Miguel Angel (BadgeID: 11940191)**Date:** August 15, 2020, 6:15:02 PM**CONFIDENTIAL****AMZ-BRY002136**

CONFIDENTIAL

Acknowledged by associate on June 04, 2020, 6:16:29 PM - Delivered by Ochoterena III,Miguel Angel (mochoter)

Supportive Feedback Document Behavioral - Documented Coaching

**Associate Name:** [REDACTED]**Manager Name:** Ochoterena III,Miguel Angel (DK7-0730)**Created On:** June 04, 2020, 6:16:29 PM

Summary

Your recent job performance is not meeting Behavioral expectations. Meeting performance standards is a critical component of your job. This document provides specific details about your performance and how you are not meeting expectations. In addition, this document describes the steps you and your manager will take to assist you in improving your performance. As a part of this conversation we are interested in understanding what barriers you think need to be removed, or what improvements can be made which would potentially assist you in improving your performance.

Communication History

The following is a summary of your behavioral feedback:

Level	Count	Most Recent
Documented Coaching	4	May 28, 2020, 2:48:24 PM
Final Written	2	November 08, 2019, 12:52:16 PM

Details of Current Incident/Specific Concerns

On 6/4/20, you were observed using a cell phone outside of an emergency on the FC floor which is a violation of Amazon's Cellular Phone and Electronic Devices policy. Due to this violation, you are being issued a Documented Coaching that will affect your ability to transfer for 30 DAYS.

Areas of Improvement Required by Associate

Going forward, you are expected to adhere to the Cell Phone Use Policy and the Personal Electronic Devices policy, which prohibits hourly associates from using cell phones or electronic devices on the FC floor unless they have an emergency. Cell phones and personal electronics may be used during lunch and breaks in non-working areas such as a break room or outside the facility, or if an emergency needs to be attended to in one of those areas. Further behavioral or policy violations may result in additional corrective action, up to and including termination.

Associate Comments

Associate Signature: [REDACTED]**Date:** June 04, 2020, 6:16:29 PM**Manager Signature:** Acknowledged by Ochoterena III,Miguel Angel (BadgeID: 11940191)**Date:** June 04, 2020, 6:16:29 PM**CONFIDENTIAL****AMZ-BRY002137**

CONFIDENTIAL

Acknowledged by associate on May 29, 2020, 8:52:13 AM - Delivered by Ochoterena III,Miguel Angel (mochoter)

Supportive Feedback Document Behavioral - Documented Coaching

**Associate Name:** [REDACTED]**Manager Name:** Ochoterena III,Miguel Angel (DK7-0730)**Created On:** May 29, 2020, 8:52:14 AM

Summary

Your recent job performance is not meeting Behavioral expectations. Meeting performance standards is a critical component of your job. This document provides specific details about your performance and how you are not meeting expectations. In addition, this document describes the steps you and your manager will take to assist you in improving your performance. As a part of this conversation we are interested in understanding what barriers you think need to be removed, or what improvements can be made which would potentially assist you in improving your performance.

Communication History

The following is a summary of your behavioral feedback:

Level	Count	Most Recent
Final Written	2	November 08, 2019, 12:52:16 PM
Documented Coaching	3	April 24, 2020, 4:24:07 PM

Details of Current Incident/Specific Concerns

On 5/28/20, you clocked in for the start of your shift at 7:16. Your scheduled start time on this day was 7:30. You were not approved to clock in early. There was no operational reason why you should have clocked in early on this day. During the seek to understand you stated it won't happen again. Going forward, if you believe there is a reason for you to work after your scheduled end time, you should gain approval from your Leadership team in advance. Not gaining approval for early clock-ins or late clock-outs may result in further corrective action up to and including termination.

Areas of Improvement Required by Associate

This is a violation of the Amazon Standards of Conduct policy. It is important for you to understand that meeting task standards is a critical component of your job. Immediate improvement is expected. Please note that If an associate receives 2 finals or a total of 6 documented counseling write-ups in a rolling 12 months, their employment will end. Continued violation of this policy may result in further corrective action, up to and including termination.

Associate Comments

Associate Signature: [REDACTED]**Date:** May 29, 2020, 8:52:13 AM**Manager Signature:** Acknowledged by Ochoterena III,Miguel Angel (BadgeID: 11940191)**Date:** May 29, 2020, 8:52:13 AM**CONFIDENTIAL****AMZ-BRY002138**

CONFIDENTIAL

Acknowledged by associate on April 24, 2020, 6:37:41 PM - Delivered by Must,Peet (peetmust)

Supportive Feedback Document Behavioral - Documented Coaching

**Associate Name:** [REDACTED]**Manager Name:** Ochoterena III,Miguel Angel (DK7-0730)**Created On:** April 24, 2020, 6:37:41 PM

Summary

Your recent job performance is not meeting Behavioral expectations. Meeting performance standards is a critical component of your job. This document provides specific details about your performance and how you are not meeting expectations. In addition, this document describes the steps you and your manager will take to assist you in improving your performance. As a part of this conversation we are interested in understanding what barriers you think need to be removed, or what improvements can be made which would potentially assist you in improving your performance.

Communication History

The following is a summary of your behavioral feedback:

Level	Count	Most Recent
Documented Coaching	2	April 18, 2020, 3:03:04 PM
Final Written	2	November 08, 2019, 12:52:16 PM

Details of Current Incident/Specific Concerns

On 4/24/20 at 0845, you were observed at your pack station with headphones in connected to your cell phone and then again at 0905 using your phone at your station. During the seek to understand, you stated you needed to hear your phone if it vibrated. Amazon's Temporary Phone Use Guidelines states "Mobile phone usage must be limited to approved breaks and meal periods. If you receive an emergency call or text, you are expected to appropriately stop what you are doing, leave the work area, and respond. The following are not approved: Mobile phone use while performing work tasks, walking, or driving Mobile phone use while on the truck dock, in the truck yard, or ramp/tarmac Mobile phone use in PIT lanes or while on/operating PIT Use of headphones or playing games, music, videos, etc. outside of approved break areas Photography, audio/video recordings, or live-streaming content in the facility In addition, you must be able to demonstrate evidence of mobile phone ownership upon request.

Areas of Improvement Required by Associate

You are expected to be in compliance with Amazon's Temporary Phone Use Guidelines at all times while working in the Fulfillment Center. It is important for you to understand that meeting these standards are a critical component of your job. Immediate improvement is expected. Please note that if an associate receives 2 finals or a total of 6 documented counseling write-ups in a rolling 12 months, their employment will end. Continued violation of this policy may result in further corrective action, up to and including termination.

Associate Comments

aa understands amazon capacity

Associate Signature: [REDACTED]**Date:** April 24, 2020, 6:37:41 PM**Manager Signature:** Acknowledged by Must,Peet (BadgeID: 12390020)**Date:** April 24, 2020, 6:37:41 PM**CONFIDENTIAL****AMZ-BRY002139**

CONFIDENTIAL

Acknowledged by associate on April 18, 2020, 4:14:41 PM - Delivered by Ochoterena III,Miguel Angel (mochoter)

Supportive Feedback Document Behavioral - Documented Coaching

**Associate Name:** [REDACTED]**Manager Name:** Ochoterena III,Miguel Angel (DK7-0730)**Created On:** April 18, 2020, 4:14:41 PM

Summary

Your recent job performance is not meeting Behavioral expectations. Meeting performance standards is a critical component of your job. This document provides specific details about your performance and how you are not meeting expectations. In addition, this document describes the steps you and your manager will take to assist you in improving your performance. As a part of this conversation we are interested in understanding what barriers you think need to be removed, or what improvements can be made which would potentially assist you in improving your performance.

Communication History

The following is a summary of your behavioral feedback:

Level	Count	Most Recent
Final Written	2	November 08, 2019, 12:52:16 PM
Documented Coaching	1	February 25, 2020, 11:34:49 AM

Details of Current Incident/Specific Concerns

On 4/18/20, you were observed using your phone while packing. During the seek to understand, put it away. Amazon's Temporary Phone Use Guidelines states "Mobile phone usage must be limited to approved breaks and meal periods. If you receive an emergency call or text, you are expected to appropriately stop what you are doing, leave the work area, and respond. The following are not approved: Mobile phone use while performing work tasks, walking, or driving Mobile phone use while on the truck dock, in the truck yard, or ramp/tarmac Mobile phone use in PIT lanes or while on/operating PIT Use of headphones or playing games, music, videos, etc. outside of approved break areas

Areas of Improvement Required by Associate

You are expected to be in compliance with Amazon's Temporary Phone Use Guidelines at all times while working in the Fulfillment Center. It is important for you to understand that meeting these standards are a critical component of your job. Immediate improvement is expected. Please note that if an associate receives 2 finals or a total of 6 documented counseling write-ups in a rolling 12 months, their employment will end. Continued violation of this policy may result in further corrective action, up to and including termination.

Associate Comments

Associate Signature: [REDACTED]**Date:** April 18, 2020, 4:14:41 PM**Manager Signature:** Acknowledged by Ochoterena III,Miguel Angel (BadgeID: 11940191)**Date:** April 18, 2020, 4:14:41 PM**CONFIDENTIAL****AMZ-BRY002140**

CONFIDENTIAL

Acknowledged by associate on February 25, 2020, 1:30:04 PM - Delivered by sobi,Foluke (afoluke)

Supportive Feedback Document Behavioral - Documented Coaching



Associate Name: [REDACTED]
Manager Name: Ochoterena III, Miguel Angel (DK7-0730)
Created On: February 25, 2020, 1:30:04 PM

Summary

Your recent job performance is not meeting Behavioral expectations. Meeting performance standards is a critical component of your job. This document provides specific details about your performance and how you are not meeting expectations. In addition, this document describes the steps you and your manager will take to assist you in improving your performance. As a part of this conversation we are interested in understanding what barriers you think need to be removed, or what improvements can be made which would potentially assist you in improving your performance.

Communication History

The following is a summary of your behavioral feedback:

Level	Count	Most Recent
First Written	1	March 08, 2019, 10:44:57 AM
Final Written	2	November 08, 2019, 12:52:16 PM

Details of Current Incident/Specific Concerns

On the shift 2/25/2020, you were observed to be in violation of our 15 minute break policy by taking an extended break of 20:20 minutes during first break. This behavior is in violation of Amazon's Standards of Conduct and Attendance Policy. "Failure to adhere to starting time, quitting time, or break time policies, or "wasting time" and is considered to be a Category 2 violation of the Standards of Conduct. During the STU you apologized and said you will take the warning

Areas of Improvement Required by Associate

Associate commitment to completing assigned tasks is critical in order to be Earth's most customer-centric company. As owners, we count on you to help achieve this mission. Your customers and teammates count on you to remain on task and complete your assigned job duties. For every scheduled ten hour shift, Amazon provides two 15 minute breaks, a 30 minute lunch period, two meetings at the start of shift and after lunch, and account for travel time between work areas. However, failure to adhere to start times, quitting times, or break time policies, as well as wasting time, will be addressed through performance management using coaching or corrective actions. This is a violation of the Amazon Standards of Conduct policy. It is important for you to understand that meeting task standards is a critical component of your job. Please note that If an associate receives 2 finals or a total of 6 documented counseling write-ups in a rolling 12 months, their employment will end. Further Standard of Conduct violations may result in corrective action, up to and including termination.

Associate Comments

Associate Signature: [REDACTED]

Date: February 25, 2020, 1:30:04 PM

Manager Signature: Acknowledged by sobi,Foluke (BadgeID: 12284260)

Date: February 25, 2020, 1:30:04 PM

CONFIDENTIAL**AMZ-BRY002141**

CONFIDENTIAL

Acknowledged by associate on November 08, 2019, 1:02:31 PM - Delivered by Outeiral,Kelly janice (outkelly)

Supportive Feedback Document Behavioral - Final Written



Associate Name: [REDACTED]
Manager Name: Ochoterena III,Miguel Angel (DK7-0730)
Created On: November 08, 2019, 1:02:31 PM

Summary

Your recent job performance is not meeting Behavioral expectations. Meeting performance standards is a critical component of your job. This document provides specific details about your performance and how you are not meeting expectations. In addition, this document describes the steps you and your manager will take to assist you in improving your performance. As a part of this conversation we are interested in understanding what barriers you think need to be removed, or what improvements can be made which would potentially assist you in improving your performance.

Communication History

The following is a summary of your behavioral feedback:

Level	Count	Most Recent
First Written	1	March 08, 2019, 10:44:57 AM
Final Written	1	October 30, 2019, 11:04:59 AM
Verbal Coaching	1	December 02, 2018, 12:43:43 PM

Details of Current Incident/Specific Concerns

On 11/8 you were seen raising your elbow and hitting another AA while bringing your items back to pack. Due to your history with the other AA Associates are expected to treat each other, contractors, customers, and visitors with courtesy and professionalism. All associates, regardless of position, are responsible for ensuring that our workplace is free from offensive behavior and harassment. Examples of this behavior can be identified as conduct that includes any verbal or physical conduct that has the purpose or effect of creating an offensive, hostile, or intimidating work environment that interferes with an individual's ability to perform the job. On (inset incident details) These behaviors are in violation of Amazon's Code of Conduct and are a Category 2 violation of Amazon's Standards of Conduct.

Areas of Improvement Required by Associate

Amazon is committed to providing a work environment that promotes the health, safety, and productivity of its associates. Associates are expected to treat each other, contractors, customers, and visitors with courtesy and professionalism. Amazon will not tolerate any conduct whether physical or verbal that does or can be interpreted as creating an offensive, hostile, or intimidating work environment. You are expected to be in compliance with the Amazons Standards of Conduct policy at all times while working in the Fulfillment Center. Please note that if an associate receives 2 finals or a total of 6 documented counseling write-ups in a rolling 12 months, their employment will end. Immediate improvement is expected.

Associate Comments

I acknowledge that I have been informed of my right to appeal this feedback if I meet all eligibility requirements defined by the Appeals Policy, and that I know where to obtain an appeals packet.

Associate Signature: [REDACTED]

Date: November 08, 2019, 1:02:31 PM

Manager Signature: Acknowledged by Outeiral,Kelly janice (BadgeID: 12307653)

Date: November 08, 2019, 1:02:31 PM

CONFIDENTIAL**AMZ-BRY002142**

CONFIDENTIAL

Acknowledged by associate on March 17, 2018, 3:45:25 PM - Delivered by Davis-Walker,Joshua (jdaviswa)

Supportive Feedback Document Behavioral - Documented Coaching

**Associate Name:** [REDACTED]**Manager Name:** Davis-Walker,Joshua (DK0-ACom)**Created On:** March 17, 2018, 3:45:25 PM

Summary

Your recent job performance is not meeting Behavioral expectations. Meeting performance standards is a critical component of your job. This document provides specific details about your performance and how you are not meeting expectations. In addition, this document describes the steps you and your manager will take to assist you in improving your performance. As a part of this conversation we are interested in understanding what barriers you think need to be removed, or what improvements can be made which would potentially assist you in improving your performance.

Communication History

The following is a summary of your behavioral feedback:

Level	Count	Most Recent
First Written	3	October 18, 2017, 6:22:31 PM
Documented Coaching	3	November 07, 2017, 1:55:28 PM
Second Written	1	August 29, 2017, 7:16:31 PM

Details of Current Incident/Specific Concerns

"What is a free replacement concession? Free replacements are shipments sent to customers that had a negative experience, either with a missing or damaged item in their original order. Extensive research by the Customer Service team allows us to identify the Root Cause and the Associate responsible for free replacement concessions. There are currently no SQPR Quality Policies for pack although concessions directly influence customer experience and are very expensive to our business. The free replacements discovered by Amazon Customer Experience allows us to provide Supportive Quality Performance Feedback to associates. Defect Type: [REDACTED] # of Defects: [REDACTED] DPMO: [REDACTED] Total Number Of Units: [REDACTED] Date of Errors : Week of 03/06/2018 Exceptions: [REDACTED] Final Written Warning "

Areas of Improvement Required by Associate

You are expected to meet 100% of the Quality Performance expectation. Please note that if an associate receives 2 finals or a total of 6 documented counseling write-ups in a rolling 12 months, their employment will end. We are committed to assisting you in improving your quality performance, and will assist you in addressing any job related barriers that are impacting your ability to meet quality expectations.

Associate Comments

Associate Signature: [REDACTED]**Date:** March 17, 2018, 3:45:25 PM**Manager Signature:** Acknowledged by Davis-Walker,Joshua (BadgeID: 11354029)**Date:** March 17, 2018, 3:45:25 PM**CONFIDENTIAL****AMZ-BRY002143**

CONFIDENTIAL

Refused to sign by associate on November 09, 2017, 5:04:04 PM - Delivered by Davis-Walker,Joshua (jdaviswa)

Supportive Feedback Document Behavioral - Documented Coaching



Associate Name: [REDACTED]
Manager Name: Davis-Walker,Joshua (DN2-0730)
Created On: November 09, 2017, 5:04:04 PM

Summary

Your recent job performance is not meeting Behavioral expectations. Meeting performance standards is a critical component of your job. This document provides specific details about your performance and how you are not meeting expectations. In addition, this document describes the steps you and your manager will take to assist you in improving your performance. As a part of this conversation we are interested in understanding what barriers you think need to be removed, or what improvements can be made which would potentially assist you in improving your performance.

Communication History

The following is a summary of your behavioral feedback:

Level	Count	Most Recent
Documented Coaching	4	October 24, 2017, 7:03:14 PM
Second Written	1	August 29, 2017, 7:16:31 PM
Verbal Coaching	1	January 05, 2017, 6:07:43 PM
First Written	3	October 18, 2017, 6:22:31 PM

Details of Current Incident/Specific Concerns

"What is a free replacement concession? Free replacements are shipments sent to customers that had a negative experience, either with a missing or damaged item in their original order. Extensive research by the Customer Service team allows us to identify the Root Cause and the Associate responsible for free replacement concessions. There are currently no SQPR Quality Policies for pack although concessions directly influence customer experience and are very expensive to our business. The free replacements discovered by Amazon Customer Experience allows us to provide Supportive Quality Performance Feedback to associates. Defect Type: [REDACTED] # of Defects: [REDACTED] DPMO: [REDACTED] Total Number Of Units: [REDACTED] Date of Errors : Week of 10/29/2017 Exceptions: [REDACTED] Final Written Warning "

Areas of Improvement Required by Associate

You are expected to meet 100% of the Quality Performance expectation. Please note that if an associate receives 2 finals or a total of 6 documented counseling write-ups in a rolling 12 months, their employment will end. We are committed to assisting you in improving your quality performance, and will assist you in addressing any job related barriers that are impacting your ability to meet quality expectations.

Associate Comments

Associate Signature: [REDACTED]

Date: November 09, 2017, 5:04:04 PM

Manager Signature: Acknowledged by Davis-Walker,Joshua (BadgeID: 11354029)

Date: November 09, 2017, 5:04:04 PM

CONFIDENTIAL**AMZ-BRY002144**

CONFIDENTIAL

Refused to sign by associate on October 28, 2017, 4:52:37 PM - Delivered by Davis-Walker,Joshua (jdaviswa)

Supportive Feedback Document Behavioral - Documented Coaching



Associate Name: [REDACTED]
Manager Name: Davis-Walker,Joshua (DN2-0730)
Created On: October 28, 2017, 4:52:37 PM

Summary

Your recent job performance is not meeting Behavioral expectations. Meeting performance standards is a critical component of your job. This document provides specific details about your performance and how you are not meeting expectations. In addition, this document describes the steps you and your manager will take to assist you in improving your performance. As a part of this conversation we are interested in understanding what barriers you think need to be removed, or what improvements can be made which would potentially assist you in improving your performance.

Communication History

The following is a summary of your behavioral feedback:

Level	Count	Most Recent
Documented Coaching	3	August 09, 2017, 12:05:10 AM
Verbal Coaching	1	January 05, 2017, 6:07:43 PM
First Written	3	October 18, 2017, 6:22:31 PM
Second Written	1	August 29, 2017, 7:16:31 PM

Details of Current Incident/Specific Concerns

On the shift starting 10/24/17, you were observed to be in violation of our 15 minute break policy by taking an extended break of 21:35 minutes during second break. This behavior is in violation of Amazon's Standards of Conduct and Attendance Policy. "Failure to adhere to starting time, quitting time, or break time policies , or "wasting time" and is considered to be a Category 2 violation of the Standards of Conduct.

Areas of Improvement Required by Associate

Associate commitment to completing assigned tasks is critical in order to be Earth's most customer-centric company. As owners, we count on you to help achieve this mission. Your customers and teammates count on you to remain on task and complete your assigned job duties. For every scheduled ten hour shift, Amazon provides two 15 minute breaks, a 30 minute lunch period, two meetings at the start of shift and after lunch, and account for travel time between work areas. However, failure to adhere to start times, quitting times, or break time policies, as well as wasting time, will be addressed through performance management using coaching or corrective actions. This is a violation of the Amazon Standards of Conduct policy. It is important for you to understand that meeting task standards is a critical component of your job. Immediate improvement is expected. Please note that If an associate receives 2 finals or a total of 6 documented counseling write-ups in a rolling 12 months, their employment will end. Further Standard of Conduct violations may result in corrective action, up to and including termination.

Associate Comments

Associate Signature: [REDACTED]**Date:** October 28, 2017, 4:52:37 PM**Manager Signature:** Acknowledged by Davis-Walker,Joshua (BadgeID: 11354029)**Date:** October 28, 2017, 4:52:37 PM**CONFIDENTIAL****AMZ-BRY002145**

CONFIDENTIAL

Refused to sign by associate on October 19, 2017, 2:25:55 PM - Delivered by Davis-Walker, Joshua (jdaviswa)

Supportive Feedback Document Behavioral - First Written



Associate Name: [REDACTED]
Manager Name: Davis-Walker, Joshua (DN2-0730)
Created On: October 19, 2017, 2:25:55 PM

Summary

Your recent job performance is not meeting Behavioral expectations. Meeting performance standards is a critical component of your job. This document provides specific details about your performance and how you are not meeting expectations. In addition, this document describes the steps you and your manager will take to assist you in improving your performance. As a part of this conversation we are interested in understanding what barriers you think need to be removed, or what improvements can be made which would potentially assist you in improving your performance.

Communication History

The following is a summary of your behavioral feedback:

Level	Count	Most Recent
Verbal Coaching	1	January 05, 2017, 6:07:43 PM
Documented Coaching	3	August 09, 2017, 12:05:10 AM
Second Written	1	August 29, 2017, 7:16:31 PM
First Written	2	July 29, 2017, 2:19:12 PM

Details of Current Incident/Specific Concerns

The following feedback pertains to Amazon's Standards of Conduct. On 10/10/17, you referred to a male associate as a female and insulted their sexual orientation. The policy classifies abusive, vulgar, or harassing language to a supervisor, fellow associate, or vendor as a Category 2 violation of the Standards of Conduct.

Areas of Improvement Required by Associate

The Standards of Conduct strive to establish a collaborative, non-hostile work environment. The acts of inappropriate behavior creates a hostile atmosphere and may offend others. You are expected to be in compliance with the Standards of Conduct policy at all times while working in the Fulfillment Center. Continued violation of this policy may result in further corrective action, up to and including termination.

Associate Comments

AA expressed a concern about not having a STU from HR or the AM on duty

Associate Signature: [REDACTED]**Date:** October 19, 2017, 2:25:55 PM**Manager Signature:** Acknowledged by Davis-Walker, Joshua (BadgeID: 11354029)**Date:** October 19, 2017, 2:25:55 PM**CONFIDENTIAL****AMZ-BRY002146**

CONFIDENTIAL

Refused to sign by associate on August 10, 2017, 5:18:42 PM - Delivered by Davis-Walker,Joshua (jdaviswa)

Supportive Feedback Document Behavioral - Documented Coaching



Associate Name: [REDACTED]
Manager Name: Davis-Walker,Joshua (DN2-0730)
Created On: August 10, 2017, 5:18:42 PM

Summary

Your recent job performance is not meeting Behavioral expectations. Meeting performance standards is a critical component of your job. This document provides specific details about your performance and how you are not meeting expectations. In addition, this document describes the steps you and your manager will take to assist you in improving your performance. As a part of this conversation we are interested in understanding what barriers you think need to be removed, or what improvements can be made which would potentially assist you in improving your performance.

Communication History

The following is a summary of your behavioral feedback:

Level	Count	Most Recent
Documented Coaching	2	February 23, 2017, 2:57:08 PM
First Written	2	July 29, 2017, 2:19:12 PM
Verbal Coaching	1	January 05, 2017, 6:07:43 PM

Details of Current Incident/Specific Concerns

On the shift starting 8/6/17, you were observed to be in violation of our 15 minute break policy by taking an extended break of 20 minutes 21 seconds during first break. This behavior is in violation of Amazon's Standards of Conduct and Attendance Policy. "Failure to adhere to starting time, quitting time, or break time policies , or "wasting time" and is considered to be a Category 2 violation of the Standards of Conduct.

Areas of Improvement Required by Associate

Associate commitment to completing assigned tasks is critical in order to be Earth's most customer-centric company. As owners, we count on you to help achieve this mission. Your customers and teammates count on you to remain on task and complete your assigned job duties. For every scheduled ten hour shift, Amazon provides two 15 minute breaks, a 30 minute lunch period, two meetings at the start of shift and after lunch, and account for travel time between work areas. However, failure to adhere to start times, quitting times, or break time policies, as well as wasting time, will be addressed through performance management using coaching or corrective actions. This is a violation of the Amazon Standards of Conduct policy. It is important for you to understand that meeting task standards is a critical component of your job. Immediate improvement is expected. Please note that If an associate receives 2 finals or a total of 6 documented counseling write-ups in a rolling 12 months, their employment will end. Further Standard of Conduct violations may result in corrective action, up to and including termination.

Associate Comments

Associate Signature: [REDACTED]**Date:** August 10, 2017, 5:18:42 PM**Manager Signature:** Acknowledged by Davis-Walker,Joshua (BadgeID: 11354029)**Date:** August 10, 2017, 5:18:42 PM**CONFIDENTIAL****AMZ-BRY002147**

CONFIDENTIAL

Refused to sign by associate on February 26, 2017, 11:14:30 AM - Delivered by Vora,Jairaj Deepak (jairvora)

Supportive Feedback Document Behavioral - Documented Coaching

**Associate Name:** [REDACTED]**Manager Name:** Adkins,Stephen (DN2-0730)**Created On:** February 26, 2017, 11:14:30 AM

Summary

Your recent job performance is not meeting Behavioral expectations. Meeting performance standards is a critical component of your job. This document provides specific details about your performance and how you are not meeting expectations. In addition, this document describes the steps you and your manager will take to assist you in improving your performance. As a part of this conversation we are interested in understanding what barriers you think need to be removed, or what improvements can be made which would potentially assist you in improving your performance.

Communication History

The following is a summary of your behavioral feedback:

Level	Count	Most Recent
Documented Coaching	2	January 07, 2017, 12:41:34 PM
Verbal Coaching	1	January 05, 2017, 6:07:43 PM

Details of Current Incident/Specific Concerns

What is a free replacement concession? Free replacements are shipments sent to customers that had a negative experience, either with a missing or damaged item in their original order. Extensive research by the Customer Service team allows us to identify the Root Cause and the Associate responsible for free replacement concessions. There are currently no SQPR Quality Policies for pack although concessions directly influence customer experience and are very expensive to our business. The free replacements discovered by Amazon Customer Experience allows us to provide Supportive Quality Performance Feedback to associates. Defect Type: [REDACTED] # of Defects: [REDACTED] DPMO: [REDACTED] Total Number Of Units: [REDACTED] Date Errors Discovered: 02/23/2017 Exceptions: [REDACTED]
[REDACTED] = Final Written Warning

Areas of Improvement Required by Associate

You are expected to meet 100% of the Quality Performance expectation. Please note that if an associate receives 2 finals or a total of 6 documented counseling write-ups in a rolling 12 months, their employment will end. We are committed to assisting you in improving your quality performance, and will assist you in addressing any job related barriers that are impacting your ability to meet quality expectations.

Associate Comments

Associate Signature: [REDACTED]**Date:** February 26, 2017, 11:14:30 AM**Manager Signature:** Acknowledged by Vora,Jairaj Deepak (BadgelD: 0163635)**Date:** February 26, 2017, 11:14:30 AM**CONFIDENTIAL****AMZ-BRY002148**

CONFIDENTIAL

Acknowledged by associate on January 13, 2017, 11:45:38 AM - Delivered by Presnal,Margaret Rose (presnalm)

Supportive Feedback Document Behavioral - Documented Coaching



Associate Name: [REDACTED]
Manager Name: Presnal,Margaret Rose (DN2-0730)
Created On: January 13, 2017, 11:45:38 AM

Summary

Your recent job performance is not meeting Behavioral expectations. Meeting performance standards is a critical component of your job. This document provides specific details about your performance and how you are not meeting expectations. In addition, this document describes the steps you and your manager will take to assist you in improving your performance. As a part of this conversation we are interested in understanding what barriers you think need to be removed, or what improvements can be made which would potentially assist you in improving your performance.

Communication History

The following is a summary of your behavioral feedback:

Level	Count	Most Recent
Documented Coaching	1	March 26, 2016, 2:24:31 PM

Details of Current Incident/Specific Concerns

Your recent attendance performance has fallen below behavioral expectations. On 1/7/2016 you clocked out early without letting management know. There is a one hour professional courtesy notice that is requested for planning the remainder of the shift from a volume standpoint. Clocking out early is considered unacceptable and will not be tolerated.

Areas of Improvement Required by Associate

Associate commitment to completing assigned tasks is critical in order to be Earth's most customer-centric company. As owners, we count on you to help achieve this mission. Your customers and teammates count on you to remain on task and complete your assigned job duties. For every scheduled ten hour shift, Amazon provides two 15 minute breaks, a 30 minute lunch period, two meetings at the start of shift and after lunch, and account for travel time between work areas. However, failure to adhere to start times, quitting times, or break time policies, as well as wasting time, will be addressed through performance management using coaching or corrective actions. This is a violation of the Amazon Standards of Conduct policy. It is important for you to understand that meeting task standards is a critical component of your job. Immediate improvement is expected. Please note that If an associate receives 2 finals or a total of 6 documented counseling write-ups in a rolling 12 months, their employment will end. Further Standard of Conduct violations may result in corrective action, up to and including termination.

Associate Comments

Associate Signature: [REDACTED]**Date:** January 13, 2017, 11:45:38 AM**Manager Signature:** Acknowledged by Presnal,Margaret Rose (BadgeID: 11353937)**Date:** January 13, 2017, 11:45:38 AM**CONFIDENTIAL****AMZ-BRY002149**

CONFIDENTIAL

Acknowledged by associate on Mar 26, 2016 3:37:08 PM - Delivered by Presnal,Margaret Rose (presnalm)

Supportive Feedback Document Behavioral - Documented Coaching



Associate Name: [REDACTED]
Manager Name: Presnal,Margaret Rose (DN2-0730)
Created On: Mar 26, 2016 3:37:08 PM

Summary

Your recent job performance is not meeting Behavioral expectations. Meeting performance standards is a critical component of your job. This document provides specific details about your performance and how you are not meeting expectations. In addition, this document describes the steps you and your manager will take to assist you in improving your performance. As a part of this conversation we are interested in understanding what barriers you think need to be removed, or what improvements can be made which would potentially assist you in improving your performance.

Communication History

Below is a summary of your Behavioral communications

Level	Count	Most Recent
Documented Coaching	1	Jan 6, 2016 8:45:06 PM

Details of Current Incident/Specific Concerns

Your recent time-on-task performance has fallen below behavioral expectations. On the shift starting 3/25/16, you were observed to be off-task by 38 minutes and 58 seconds. These behaviors are violations of Amazon's Standards of Conduct and Attendance policy. "Failure to adhere to starting time, quitting time, or break time policies, or wasting time" is considered a Category 2 violation of the Standards of Conduct.

Areas of Improvement Required by Associate

Associate commitment to completing assigned tasks is critical in order to be Earth's most customer-centric company. As owners, we count on you to help achieve this mission. Your customers and teammates count on you to remain on task and complete your assigned job duties. For every scheduled ten hour shift, Amazon provides two 15 minute breaks, a 30 minute lunch period, two meetings at the start of shift and after lunch, and account for travel time between work areas. However, failure to adhere to start times, quitting times, or break time policies, as well as wasting time, will be addressed through performance management using coaching or corrective actions. This is a violation of the Amazon Standards of Conduct policy. It is important for you to understand that meeting task standards is a critical component of your job. Immediate improvement is expected. Please note that If an associate receives 2 finals or a total of 6 documented counseling write-ups in a rolling 12 months, their employment will end. Further Standard of Conduct violations may result in corrective action, up to and including termination.

Associate Comments

Associate Signature: [REDACTED]**Date:** Mar 26, 2016 3:37:08 PM**Manager Signature:** Acknowledged by Presnal,Margaret Rose (BadgelD: 11353937)**Date:** Mar 26, 2016 3:37:08 PM**CONFIDENTIAL****AMZ-BRY002150**

CONFIDENTIAL

Acknowledged by associate on April 12, 2021, 11:25:23 AM - Delivered by Springer,Michael (sprlawre)

Supportive Feedback Document Behavioral - Documented Coaching

**Associate Name:** [REDACTED]**Manager Name:** Garcia,Christina (DK7-0730)**Created On:** April 12, 2021, 11:25:23 AM

Summary

Your recent job performance is not meeting Behavioral expectations. Meeting performance standards is a critical component of your job. This document provides specific details about your performance and how you are not meeting expectations. In addition, this document describes the steps you and your manager will take to assist you in improving your performance. As a part of this conversation we are interested in understanding what barriers you think need to be removed, or what improvements can be made which would potentially assist you in improving your performance.

Communication History

The following is a summary of your behavioral feedback:

Level	Count	Most Recent
Documented Coaching	6	November 29, 2020, 8:45:50 AM

Details of Current Incident/Specific Concerns

The following feedback pertains to Amazon's Security policy. On 4/5/21 you failed the screening process by carrying an unregistered asset through the security checkpoint. It is against Amazon's Security policy for Associates to have unregistered electronic devices in working areas (on the fulfillment center floor, in restrooms, or other work areas). Electronic devices may be used during lunch and breaks in a non-working area such as a break room or outside the facility.

Areas of Improvement Required by Associate

You are expected to be in compliance with Amazon's Security policy at all times while working in the Fulfillment Center. Please note that If an associate receives 2 finals or a total of 6 documented counseling write-ups in a rolling 12 months, their employment will end. Further Standard of Conduct violations may result in corrective action, up to and including termination.

Associate Comments

Associate Signature: [REDACTED]**Date:** April 12, 2021, 11:25:23 AM**Manager Signature:** Acknowledged by Springer,Michael (BadgeID: 11011792)**Date:** April 12, 2021, 11:25:23 AM**CONFIDENTIAL****AMZ-BRY002151**

CONFIDENTIAL

Refused to sign by associate on March 08, 2019, 2:40:32 PM - Delivered by Davis-Walker,Joshua (jdaviswa)

Supportive Feedback Document Behavioral Time Off Task - First Written

**Associate Name:** [REDACTED]**Manager Name:** Davis-Walker,Joshua (DK7-0730)**Created On:** March 08, 2019, 2:40:32 PM

Summary

Your recent job performance is not meeting Behavioral Time Off Task expectations. Meeting performance standards is a critical component of your job. This document provides specific details about your performance and how you are not meeting expectations. In addition, this document describes the steps you and your manager will take to assist you in improving your performance. As a part of this conversation we are interested in understanding what barriers you think need to be removed, or what improvements can be made which would potentially assist you in improving your performance.

Communication History

The following is a summary of your behavioral time off task feedback:

Level	Count	Most Recent
Verbal Coaching	1	December 02, 2018, 12:43:43 PM
First Written	1	July 11, 2018, 4:47:23 PM
Documented Coaching	1	March 14, 2018, 1:03:12 PM

Details of Current Incident/Specific Concerns

Your recent time-on-task performance has fallen below behavioral expectations. On the shift starting 3/7/19, you were observed to be off-task by [REDACTED]. These behaviors are violations of Amazon's Standards of Conduct and Attendance policy. "Failure to adhere to starting time, quitting time, or break time policies, or wasting time" is considered a Category 2 violation of the Standards of Conduct.

Areas of Improvement Required by Associate

Associate commitment to completing assigned tasks is critical in order to be Earth's most customer-centric company. As owners, we count on you to help achieve this mission. Your customers and teammates count on you to remain on task and complete your assigned job duties. For every scheduled ten hour shift, Amazon provides two 15 minute breaks, a 30 minute lunch period, two meetings at the start of shift and after lunch, and account for travel time between work areas. However, failure to adhere to start times, quitting times, or break time policies, as well as wasting time, will be addressed through performance management using coaching or corrective actions. This is a violation of the Amazon Standards of Conduct policy. It is important for you to understand that meeting task standards is a critical component of your job. Immediate improvement is expected. Please note that If an associate receives 2 finals or a total of 6 documented counseling write-ups in a rolling 12 months, their employment will end. Further Standard of Conduct violations may result in corrective action, up to and including termination.

Associate Comments

Associate Signature: [REDACTED]**Date:** March 08, 2019, 2:40:32 PM**Manager Signature:** Acknowledged by Davis-Walker,Joshua (BadgeID: 11354029)**Date:** March 08, 2019, 2:40:32 PM**CONFIDENTIAL****AMZ-BRY002152**

CONFIDENTIAL

Refused to sign by associate on July 13, 2018, 8:13:43 AM - Delivered by Davis-Walker,Joshua (jdaviswa)

Supportive Feedback Document Behavioral Time Off Task - First Written

**Associate Name:** [REDACTED]**Manager Name:** Davis-Walker,Joshua (DK7-0730)**Created On:** July 13, 2018, 8:13:43 AM

Summary

Your recent job performance is not meeting Behavioral Time Off Task expectations. Meeting performance standards is a critical component of your job. This document provides specific details about your performance and how you are not meeting expectations. In addition, this document describes the steps you and your manager will take to assist you in improving your performance. As a part of this conversation we are interested in understanding what barriers you think need to be removed, or what improvements can be made which would potentially assist you in improving your performance.

Communication History

The following is a summary of your behavioral time off task feedback:

Level	Count	Most Recent
Documented Coaching	4	March 14, 2018, 1:03:12 PM
Second Written	1	August 29, 2017, 7:16:31 PM
First Written	2	October 18, 2017, 6:22:31 PM

Details of Current Incident/Specific Concerns

Your recent time-on-task performance has fallen below behavioral expectations. On the shift starting 7/10/18, you were observed to be off-task by [REDACTED]. These behaviors are violations of Amazon's Standards of Conduct and Attendance policy. "Failure to adhere to starting time, quitting time, or break time policies, or wasting time" is considered a Category 2 violation of the Standards of Conduct.

Areas of Improvement Required by Associate

Associate commitment to completing assigned tasks is critical in order to be Earth's most customer-centric company. As owners, we count on you to help achieve this mission. Your customers and teammates count on you to remain on task and complete your assigned job duties. For every scheduled ten hour shift, Amazon provides two 15 minute breaks, a 30 minute lunch period, two meetings at the start of shift and after lunch, and account for travel time between work areas. However, failure to adhere to start times, quitting times, or break time policies, as well as wasting time, will be addressed through performance management using coaching or corrective actions. This is a violation of the Amazon Standards of Conduct policy. It is important for you to understand that meeting task standards is a critical component of your job. Immediate improvement is expected. Please note that If an associate receives 2 finals or a total of 6 documented counseling write-ups in a rolling 12 months, their employment will end. Further Standard of Conduct violations may result in corrective action, up to and including termination.

Associate Comments

Associate Signature: [REDACTED]**Date:** July 13, 2018, 8:13:43 AM**Manager Signature:** Acknowledged by Davis-Walker,Joshua (BadgeID: 11354029)**Date:** July 13, 2018, 8:13:43 AM**CONFIDENTIAL****AMZ-BRY002153**

CONFIDENTIAL

Acknowledged by associate on September 02, 2017, 6:46:45 PM - Delivered by Davis-Walker,Joshua (jdaviswa)

Supportive Feedback Document Behavioral Time Off Task - Second Written



Associate Name: [REDACTED]
Manager Name: Davis-Walker,Joshua (DN2-0730)
Created On: September 02, 2017, 6:46:45 PM

Summary

Your recent job performance is not meeting Behavioral Time Off Task expectations. Meeting performance standards is a critical component of your job. This document provides specific details about your performance and how you are not meeting expectations. In addition, this document describes the steps you and your manager will take to assist you in improving your performance. As a part of this conversation we are interested in understanding what barriers you think need to be removed, or what improvements can be made which would potentially assist you in improving your performance.

Communication History

The following is a summary of your behavioral time off task feedback:

Level	Count	Most Recent
Verbal Coaching	1	January 05, 2017, 6:07:43 PM
First Written	2	July 29, 2017, 2:19:12 PM
Documented Coaching	3	August 09, 2017, 12:05:10 AM

Details of Current Incident/Specific Concerns

Your recent time-on-task performance has fallen below behavioral expectations. On the shift starting 8/29/17, you were observed to be off-task by [REDACTED]. These behaviors are violations of Amazon's Standards of Conduct and Attendance policy. "Failure to adhere to starting time, quitting time, or break time policies, or wasting time" is considered a Category 2 violation of the Standards of Conduct.

Areas of Improvement Required by Associate

Associate commitment to completing assigned tasks is critical in order to be Earth's most customer-centric company. As owners, we count on you to help achieve this mission. Your customers and teammates count on you to remain on task and complete your assigned job duties. For every scheduled ten hour shift, Amazon provides two 15 minute breaks, a 30 minute lunch period, two meetings at the start of shift and after lunch, and account for travel time between work areas. However, failure to adhere to start times, quitting times, or break time policies, as well as wasting time, will be addressed through performance management using coaching or corrective actions. This is a violation of the Amazon Standards of Conduct policy. It is important for you to understand that meeting task standards is a critical component of your job. Immediate improvement is expected. Please note that If an associate receives 2 finals or a total of 6 documented counseling write-ups in a rolling 12 months, their employment will end. Further Standard of Conduct violations may result in corrective action, up to and including termination.

Associate Comments

Associate Signature: [REDACTED]

Date: September 02, 2017, 6:46:45 PM

Manager Signature: Acknowledged by Davis-Walker,Joshua (BadgeID: 11354029)

Date: September 02, 2017, 6:46:45 PM

CONFIDENTIAL**AMZ-BRY002154**

CONFIDENTIAL

Acknowledged by associate on July 31, 2017, 1:05:39 PM - Delivered by Gu,Alex kege (gualex)

Supportive Feedback Document Behavioral Time Off Task - First Written



Associate Name: [REDACTED]
Manager Name: Davis-Walker,Joshua (DN2-0730)
Created On: July 31, 2017, 1:05:39 PM

Summary

Your recent job performance is not meeting Behavioral Time Off Task expectations. Meeting performance standards is a critical component of your job. This document provides specific details about your performance and how you are not meeting expectations. In addition, this document describes the steps you and your manager will take to assist you in improving your performance. As a part of this conversation we are interested in understanding what barriers you think need to be removed, or what improvements can be made which would potentially assist you in improving your performance.

Communication History

The following is a summary of your behavioral time off task feedback:

Level	Count	Most Recent
Documented Coaching	2	February 23, 2017, 2:57:08 PM
Verbal Coaching	1	January 05, 2017, 6:07:43 PM
First Written	1	April 03, 2017, 8:26:52 PM

Details of Current Incident/Specific Concerns

Your recent time-on-task performance has fallen below behavioral expectations. On the shift starting 7/28/17, you were observed to be off-task by [REDACTED]. These behaviors are violations of Amazon's Standards of Conduct and Attendance policy. "Failure to adhere to starting time, quitting time, or break time policies, or wasting time" is considered a Category 2 violation of the Standards of Conduct.

<https://fclm-portal.amazon.com/employee/ppaTimeDetails?&employeeid=100884867&warehouseId=EWR4&spanType=Day&startDateDay=2017%2F07%2F28&maxIntradayDays>

Areas of Improvement Required by Associate

Associate commitment to completing assigned tasks is critical in order to be Earth's most customer-centric company. As owners, we count on you to help achieve this mission. Your customers and teammates count on you to remain on task and complete your assigned job duties. For every scheduled ten hour shift, Amazon provides two 15 minute breaks, a 30 minute lunch period, two meetings at the start of shift and after lunch, and account for travel time between work areas. However, failure to adhere to start times, quitting times, or break time policies, as well as wasting time, will be addressed through performance management using coaching or corrective actions. This is a violation of the Amazon Standards of Conduct policy. It is important for you to understand that meeting task standards is a critical component of your job. Immediate improvement is expected. Please note that If an associate receives 2 finals or a total of 6 documented counseling write-ups in a rolling 12 months, their employment will end. Further Standard of Conduct violations may result in corrective action, up to and including termination.

Associate Comments

Associate Signature: [REDACTED]

Date: July 31, 2017, 1:05:39 PM

Manager Signature: Acknowledged by Gu,Alex kege (BadgeID: 11353836)

Date: July 31, 2017, 1:05:39 PM

CONFIDENTIAL

AMZ-BRY002155

CONFIDENTIAL

Refused to sign by associate on April 07, 2017, 11:03:00 AM - Delivered by Adkins,Stephen (steadkin)

Supportive Feedback Document Behavioral Time Off Task - First Written

**Associate Name:** [REDACTED]**Manager Name:** Adkins,Stephen (DN2-0730)**Created On:** April 07, 2017, 11:03:00 AM

Summary

Your recent job performance is not meeting Behavioral Time Off Task expectations. Meeting performance standards is a critical component of your job. This document provides specific details about your performance and how you are not meeting expectations. In addition, this document describes the steps you and your manager will take to assist you in improving your performance. As a part of this conversation we are interested in understanding what barriers you think need to be removed, or what improvements can be made which would potentially assist you in improving your performance.

Communication History

The following is a summary of your behavioral time off task feedback:

Level	Count	Most Recent
Documented Coaching	2	February 23, 2017, 2:57:08 PM
Verbal Coaching	1	January 05, 2017, 6:07:43 PM

Details of Current Incident/Specific Concerns

Your recent time-on-task performance has fallen below behavioral expectations. On the shift starting 4/3/17, you were observed to be off-task by [REDACTED] [REDACTED]. These behaviors are violations of Amazon's Standards of Conduct and Attendance policy. "Failure to adhere to starting time, quitting time, or break time policies, or wasting time" is considered a Category 2 violation of the Standards of Conduct.

Areas of Improvement Required by Associate

Associate commitment to completing assigned tasks is critical in order to be Earth's most customer-centric company. As owners, we count on you to help achieve this mission. Your customers and teammates count on you to remain on task and complete your assigned job duties. For every scheduled ten hour shift, Amazon provides two 15 minute breaks, a 30 minute lunch period, two meetings at the start of shift and after lunch, and account for travel time between work areas. However, failure to adhere to start times, quitting times, or break time policies, as well as wasting time, will be addressed through performance management using coaching or corrective actions. This is a violation of the Amazon Standards of Conduct policy. It is important for you to understand that meeting task standards is a critical component of your job. Immediate improvement is expected. Please note that If an associate receives 2 finals or a total of 6 documented counseling write-ups in a rolling 12 months, their employment will end. Further Standard of Conduct violations may result in corrective action, up to and including termination.

Associate Comments

Associate Signature: [REDACTED]**Date:** April 07, 2017, 11:03:00 AM**Manager Signature:** Acknowledged by Adkins,Stephen (BadgeID: 11353912)**Date:** April 07, 2017, 11:03:00 AM**CONFIDENTIAL****AMZ-BRY002156**

CONFIDENTIAL

Acknowledged by associate on October 30, 2019, 2:38:00 PM - Delivered by Ochoterena III,Miguel Angel (mochoter)

Supportive Feedback Document Behavioral Time Off Task - Final Written



Associate Name: [REDACTED]
Manager Name: Ochoterena III,Miguel Angel (DK7-0730)
Created On: October 30, 2019, 2:38:00 PM

Summary

Your recent job performance is not meeting Behavioral Time Off Task expectations. Meeting performance standards is a critical component of your job. This document provides specific details about your performance and how you are not meeting expectations. In addition, this document describes the steps you and your manager will take to assist you in improving your performance. As a part of this conversation we are interested in understanding what barriers you think need to be removed, or what improvements can be made which would potentially assist you in improving your performance.

Communication History

The following is a summary of your behavioral time off task feedback:

Level	Count	Most Recent
First Written	1	March 08, 2019, 10:44:57 AM
Verbal Coaching	1	December 02, 2018, 12:43:43 PM

Details of Current Incident/Specific Concerns

Your recent time-on-task performance has fallen below behavioral expectations. On at various points throughout your scheduled shift you were observed to be off-task for a total of [REDACTED]. During a 'Seek to understand' conversation you stated that you had stomach issues and stepped off to the bathroom several times including during the times of [REDACTED]. These behaviors are violations of Amazon's Standards of Conduct and Attendance policy. "Failure to adhere to starting time, quitting time, or break time policies, or wasting time" is considered a Category 2 violation of the Standards of Conduct.

Areas of Improvement Required by Associate

Associate commitment to completing assigned tasks is critical in order to be Earth's most customer-centric company. As owners, we count on you to help achieve this mission. Your customers and teammates count on you to remain on task and complete your assigned job duties. For every scheduled ten hour shift, Amazon provides two 15 minute breaks, a 30 minute lunch period, two meetings at the start of shift and after lunch, and account for travel time between work areas. However, failure to adhere to start times, quitting times, or break time policies, as well as wasting time, will be addressed through performance management using coaching or corrective actions. This is a violation of the Amazon Standards of Conduct policy. It is important for you to understand that meeting task standards is a critical component of your job. Please note that If an associate receives 2 finals or a total of 6 documented counseling write-ups in a rolling 12 months, their employment will end. Further Standard of Conduct violations may result in corrective action, up to and including termination.

Associate Comments

I acknowledge that I have been informed of my right to appeal this feedback if I meet all eligibility requirements defined by the Appeals Policy, and that I know where to obtain an appeals packet.

Associate Signature: [REDACTED]

Date: October 30, 2019, 2:38:00 PM

Manager Signature: Acknowledged by Ochoterena III,Miguel Angel (BadgeID: 11940191)

Date: October 30, 2019, 2:38:00 PM

CONFIDENTIAL**AMZ-BRY002157**

CONFIDENTIAL

Refused to sign by associate on March 08, 2019, 2:40:32 PM - Delivered by Davis-Walker, Joshua (jdaviswa)

Supportive Feedback Document Behavioral Time Off Task - First Written



Associate Name: [REDACTED]

Manager Name: Davis-Walker, Joshua (DK7-0730)

Created On: March 08, 2019, 2:40:32 PM

Summary

Your recent job performance is not meeting Behavioral Time Off Task expectations. Meeting performance standards is a critical component of your job. This document provides specific details about your performance and how you are not meeting expectations. In addition, this document describes the steps you and your manager will take to assist you in improving your performance. As a part of this conversation we are interested in understanding what barriers you think need to be removed, or what improvements can be made which would potentially assist you in improving your performance.

Communication History

The following is a summary of your behavioral time off task feedback:

Level	Count	Most Recent
Verbal Coaching	1	December 02, 2018, 12:43:43 PM
First Written	1	July 11, 2018, 4:47:23 PM
Documented Coaching	1	March 14, 2018, 1:03:12 PM

Details of Current Incident/Specific Concerns

Your recent time-on-task performance has fallen below behavioral expectations. On the shift starting 3/7/19, you were observed to be off-task by [REDACTED]. These behaviors are violations of Amazon's Standards of Conduct and Attendance policy. "Failure to adhere to starting time, quitting time, or break time policies, or wasting time" is considered a Category 2 violation of the Standards of Conduct.

Areas of Improvement Required by Associate

Associate commitment to completing assigned tasks is critical in order to be Earth's most customer-centric company. As owners, we count on you to help achieve this mission. Your customers and teammates count on you to remain on task and complete your assigned job duties. For every scheduled ten hour shift, Amazon provides two 15 minute breaks, a 30 minute lunch period, two meetings at the start of shift and after lunch, and account for travel time between work areas. However, failure to adhere to start times, quitting times, or break time policies, as well as wasting time, will be addressed through performance management using coaching or corrective actions. This is a violation of the Amazon Standards of Conduct policy. It is important for you to understand that meeting task standards is a critical component of your job. Immediate improvement is expected. Please note that If an associate receives 2 finals or a total of 6 documented counseling write-ups in a rolling 12 months, their employment will end. Further Standard of Conduct violations may result in corrective action, up to and including termination.

Associate Comments

Associate Signature: [REDACTED]

Date: March 08, 2019, 2:40:32 PM

Manager Signature: Acknowledged by Davis-Walker, Joshua (BadgeID: 11354029)

Date: March 08, 2019, 2:40:32 PM

CONFIDENTIAL

AMZ-BRY002158

CONFIDENTIAL

Refused to sign by associate on July 13, 2018, 8:13:43 AM - Delivered by Davis-Walker,Joshua (jdaviswa)

Supportive Feedback Document Behavioral Time Off Task - First Written

**Associate Name:** [REDACTED]**Manager Name:** Davis-Walker,Joshua (DK7-0730)**Created On:** July 13, 2018, 8:13:43 AM

Summary

Your recent job performance is not meeting Behavioral Time Off Task expectations. Meeting performance standards is a critical component of your job. This document provides specific details about your performance and how you are not meeting expectations. In addition, this document describes the steps you and your manager will take to assist you in improving your performance. As a part of this conversation we are interested in understanding what barriers you think need to be removed, or what improvements can be made which would potentially assist you in improving your performance.

Communication History

The following is a summary of your behavioral time off task feedback:

Level	Count	Most Recent
Documented Coaching	4	March 14, 2018, 1:03:12 PM
Second Written	1	August 29, 2017, 7:16:31 PM
First Written	2	October 18, 2017, 6:22:31 PM

Details of Current Incident/Specific Concerns

Your recent time-on-task performance has fallen below behavioral expectations. On the shift starting 7/10/18, you were observed to be off-task by [REDACTED]. These behaviors are violations of Amazon's Standards of Conduct and Attendance policy. "Failure to adhere to starting time, quitting time, or break time policies, or wasting time" is considered a Category 2 violation of the Standards of Conduct.

Areas of Improvement Required by Associate

Associate commitment to completing assigned tasks is critical in order to be Earth's most customer-centric company. As owners, we count on you to help achieve this mission. Your customers and teammates count on you to remain on task and complete your assigned job duties. For every scheduled ten hour shift, Amazon provides two 15 minute breaks, a 30 minute lunch period, two meetings at the start of shift and after lunch, and account for travel time between work areas. However, failure to adhere to start times, quitting times, or break time policies, as well as wasting time, will be addressed through performance management using coaching or corrective actions. This is a violation of the Amazon Standards of Conduct policy. It is important for you to understand that meeting task standards is a critical component of your job. Immediate improvement is expected. Please note that If an associate receives 2 finals or a total of 6 documented counseling write-ups in a rolling 12 months, their employment will end. Further Standard of Conduct violations may result in corrective action, up to and including termination.

Associate Comments

Associate Signature: [REDACTED]**Date:** July 13, 2018, 8:13:43 AM**Manager Signature:** Acknowledged by Davis-Walker,Joshua (BadgeID: 11354029)**Date:** July 13, 2018, 8:13:43 AM**CONFIDENTIAL****AMZ-BRY002159**

CONFIDENTIAL

Acknowledged by associate on September 02, 2017, 6:46:45 PM - Delivered by Davis-Walker,Joshua (jdaviswa)

Supportive Feedback Document Behavioral Time Off Task - Second Written



Associate Name: [REDACTED]
Manager Name: Davis-Walker,Joshua (DN2-0730)
Created On: September 02, 2017, 6:46:45 PM

Summary

Your recent job performance is not meeting Behavioral Time Off Task expectations. Meeting performance standards is a critical component of your job. This document provides specific details about your performance and how you are not meeting expectations. In addition, this document describes the steps you and your manager will take to assist you in improving your performance. As a part of this conversation we are interested in understanding what barriers you think need to be removed, or what improvements can be made which would potentially assist you in improving your performance.

Communication History

The following is a summary of your behavioral time off task feedback:

Level	Count	Most Recent
Verbal Coaching	1	January 05, 2017, 6:07:43 PM
First Written	2	July 29, 2017, 2:19:12 PM
Documented Coaching	3	August 09, 2017, 12:05:10 AM

Details of Current Incident/Specific Concerns

Your recent time-on-task performance has fallen below behavioral expectations. On the shift starting 8/29/17, you were observed to be off-task by [REDACTED]. These behaviors are violations of Amazon's Standards of Conduct and Attendance policy. "Failure to adhere to starting time, quitting time, or break time policies, or wasting time" is considered a Category 2 violation of the Standards of Conduct.

Areas of Improvement Required by Associate

Associate commitment to completing assigned tasks is critical in order to be Earth's most customer-centric company. As owners, we count on you to help achieve this mission. Your customers and teammates count on you to remain on task and complete your assigned job duties. For every scheduled ten hour shift, Amazon provides two 15 minute breaks, a 30 minute lunch period, two meetings at the start of shift and after lunch, and account for travel time between work areas. However, failure to adhere to start times, quitting times, or break time policies, as well as wasting time, will be addressed through performance management using coaching or corrective actions. This is a violation of the Amazon Standards of Conduct policy. It is important for you to understand that meeting task standards is a critical component of your job. Immediate improvement is expected. Please note that If an associate receives 2 finals or a total of 6 documented counseling write-ups in a rolling 12 months, their employment will end. Further Standard of Conduct violations may result in corrective action, up to and including termination.

Associate Comments

Associate Signature: [REDACTED]

Date: September 02, 2017, 6:46:45 PM

Manager Signature: Acknowledged by Davis-Walker,Joshua (BadgeID: 11354029)

Date: September 02, 2017, 6:46:45 PM

CONFIDENTIAL**AMZ-BRY002160**

CONFIDENTIAL

Acknowledged by associate on July 31, 2017, 1:05:39 PM - Delivered by Gu,Alex kege (gualex)

Supportive Feedback Document Behavioral Time Off Task - First Written



Associate Name: [REDACTED]
Manager Name: Davis-Walker,Joshua (DN2-0730)
Created On: July 31, 2017, 1:05:39 PM

Summary

Your recent job performance is not meeting Behavioral Time Off Task expectations. Meeting performance standards is a critical component of your job. This document provides specific details about your performance and how you are not meeting expectations. In addition, this document describes the steps you and your manager will take to assist you in improving your performance. As a part of this conversation we are interested in understanding what barriers you think need to be removed, or what improvements can be made which would potentially assist you in improving your performance.

Communication History

The following is a summary of your behavioral time off task feedback:

Level	Count	Most Recent
Documented Coaching	2	February 23, 2017, 2:57:08 PM
Verbal Coaching	1	January 05, 2017, 6:07:43 PM
First Written	1	April 03, 2017, 8:26:52 PM

Details of Current Incident/Specific Concerns

Your recent time-on-task performance has fallen below behavioral expectations. On the shift starting 7/28/17, you were observed to be off-task by [REDACTED]. These behaviors are violations of Amazon's Standards of Conduct and Attendance policy. "Failure to adhere to starting time, quitting time, or break time policies, or wasting time" is considered a Category 2 violation of the Standards of Conduct.

<https://fclm-portal.amazon.com/employee/ppaTimeDetails?&employeeId=100884867&warehouseId=EWR4&spanType=Day&startDateDay=2017%2F07%2F28&maxIntradayDays>

Areas of Improvement Required by Associate

Associate commitment to completing assigned tasks is critical in order to be Earth's most customer-centric company. As owners, we count on you to help achieve this mission. Your customers and teammates count on you to remain on task and complete your assigned job duties. For every scheduled ten hour shift, Amazon provides two 15 minute breaks, a 30 minute lunch period, two meetings at the start of shift and after lunch, and account for travel time between work areas. However, failure to adhere to start times, quitting times, or break time policies, as well as wasting time, will be addressed through performance management using coaching or corrective actions. This is a violation of the Amazon Standards of Conduct policy. It is important for you to understand that meeting task standards is a critical component of your job. Immediate improvement is expected. Please note that If an associate receives 2 finals or a total of 6 documented counseling write-ups in a rolling 12 months, their employment will end. Further Standard of Conduct violations may result in corrective action, up to and including termination.

Associate Comments

Associate Signature: [REDACTED]

Date: July 31, 2017, 1:05:39 PM

Manager Signature: Acknowledged by Gu,Alex kege (BadgeID: 11353836)

Date: July 31, 2017, 1:05:39 PM

CONFIDENTIAL**AMZ-BRY002161**

CONFIDENTIAL

Refused to sign by associate on April 07, 2017, 11:03:00 AM - Delivered by Adkins,Stephen (steadkin)

Supportive Feedback Document Behavioral Time Off Task - First Written

**Associate Name:** [REDACTED]**Manager Name:** Adkins,Stephen (DN2-0730)**Created On:** April 07, 2017, 11:03:00 AM

Summary

Your recent job performance is not meeting Behavioral Time Off Task expectations. Meeting performance standards is a critical component of your job. This document provides specific details about your performance and how you are not meeting expectations. In addition, this document describes the steps you and your manager will take to assist you in improving your performance. As a part of this conversation we are interested in understanding what barriers you think need to be removed, or what improvements can be made which would potentially assist you in improving your performance.

Communication History

The following is a summary of your behavioral time off task feedback:

Level	Count	Most Recent
Documented Coaching	2	February 23, 2017, 2:57:08 PM
Verbal Coaching	1	January 05, 2017, 6:07:43 PM

Details of Current Incident/Specific Concerns

Your recent time-on-task performance has fallen below behavioral expectations. On the shift starting 4/3/17, you were observed to be off-task by [REDACTED]. These behaviors are violations of Amazon's Standards of Conduct and Attendance policy. "Failure to adhere to starting time, quitting time, or break time policies, or wasting time" is considered a Category 2 violation of the Standards of Conduct.

Areas of Improvement Required by Associate

Associate commitment to completing assigned tasks is critical in order to be Earth's most customer-centric company. As owners, we count on you to help achieve this mission. Your customers and teammates count on you to remain on task and complete your assigned job duties. For every scheduled ten hour shift, Amazon provides two 15 minute breaks, a 30 minute lunch period, two meetings at the start of shift and after lunch, and account for travel time between work areas. However, failure to adhere to start times, quitting times, or break time policies, as well as wasting time, will be addressed through performance management using coaching or corrective actions. This is a violation of the Amazon Standards of Conduct policy. It is important for you to understand that meeting task standards is a critical component of your job. Immediate improvement is expected. Please note that If an associate receives 2 finals or a total of 6 documented counseling write-ups in a rolling 12 months, their employment will end. Further Standard of Conduct violations may result in corrective action, up to and including termination.

Associate Comments

Associate Signature: [REDACTED]**Date:** April 07, 2017, 11:03:00 AM**Manager Signature:** Acknowledged by Adkins,Stephen (BadgeID: 11353912)**Date:** April 07, 2017, 11:03:00 AM**CONFIDENTIAL****AMZ-BRY002162**

CONFIDENTIAL

Acknowledged by associate on October 30, 2019, 2:38:00 PM - Delivered by Ochoterena III,Miguel Angel (mochoter)

Supportive Feedback Document Behavioral Time Off Task - Final Written



Associate Name: [REDACTED]
Manager Name: Ochoterena III,Miguel Angel (DK7-0730)
Created On: October 30, 2019, 2:38:00 PM

Summary

Your recent job performance is not meeting Behavioral Time Off Task expectations. Meeting performance standards is a critical component of your job. This document provides specific details about your performance and how you are not meeting expectations. In addition, this document describes the steps you and your manager will take to assist you in improving your performance. As a part of this conversation we are interested in understanding what barriers you think need to be removed, or what improvements can be made which would potentially assist you in improving your performance.

Communication History

The following is a summary of your behavioral time off task feedback:

Level	Count	Most Recent
First Written	1	March 08, 2019, 10:44:57 AM
Verbal Coaching	1	December 02, 2018, 12:43:43 PM

Details of Current Incident/Specific Concerns

Your recent time-on-task performance has fallen below behavioral expectations. On at various points throughout your scheduled shift you were observed to be off-task for a total of [REDACTED]. During a 'Seek to understand' conversation you stated that you had stomach issues and stepped off to the bathroom several times including during the times of [REDACTED]. These behaviors are violations of Amazon's Standards of Conduct and Attendance policy. "Failure to adhere to starting time, quitting time, or break time policies, or wasting time" is considered a Category 2 violation of the Standards of Conduct.

Areas of Improvement Required by Associate

Associate commitment to completing assigned tasks is critical in order to be Earth's most customer-centric company. As owners, we count on you to help achieve this mission. Your customers and teammates count on you to remain on task and complete your assigned job duties. For every scheduled ten hour shift, Amazon provides two 15 minute breaks, a 30 minute lunch period, two meetings at the start of shift and after lunch, and account for travel time between work areas. However, failure to adhere to start times, quitting times, or break time policies, as well as wasting time, will be addressed through performance management using coaching or corrective actions. This is a violation of the Amazon Standards of Conduct policy. It is important for you to understand that meeting task standards is a critical component of your job. Please note that If an associate receives 2 finals or a total of 6 documented counseling write-ups in a rolling 12 months, their employment will end. Further Standard of Conduct violations may result in corrective action, up to and including termination.

Associate Comments

I acknowledge that I have been informed of my right to appeal this feedback if I meet all eligibility requirements defined by the Appeals Policy, and that I know where to obtain an appeals packet.

Associate Signature: [REDACTED]

Date: October 30, 2019, 2:38:00 PM

Manager Signature: Acknowledged by Ochoterena III,Miguel Angel (BadgeID: 11940191)

Date: October 30, 2019, 2:38:00 PM

CONFIDENTIAL**AMZ-BRY002163**

CONFIDENTIAL

Acknowledged by associate on Jun 9, 2016 3:31:05 PM - Delivered by Presnal,Margaret Rose (presnalm)

Supportive Feedback Document Productivity Trend - Final Written



Associate Name: [REDACTED]
Manager Name: Presnal,Margaret Rose (DN2-0730)
Created On: Jun 9, 2016 3:31:05 PM

Summary

Your recent job performance is not meeting Productivity expectations. Meeting performance standards is a critical component of your job. This document provides specific details about your performance and how you are not meeting expectations. In addition, this document describes the steps you and your manager will take to assist you in improving your performance. As a part of this conversation we are interested in understanding what barriers you think need to be removed, or what improvements can be made which would potentially assist you in improving your performance.

Communication History

Below is a summary of your Productivity Trend communications

Level	Count	Most Recent
Second Written	1	May 25, 2016
Verbal Coaching	3	Apr 13, 2016
First Written	1	May 4, 2016
Documented Coaching	4	Apr 27, 2016
Verbal Positive	8	Jun 1, 2016

Details of Current Incident/Specific Concerns

You have not met Productivity expectations 3 out of the last 6 weeks. See the Trend section below for further details.

Process	Function	LC	Hours	Units	UPH	Expected	% to Goal	% to Curve	Was Borrowed
Chuting	Scan Verify AFE ItemPacked Total EACH	Level 5	■	■	■	■	■	■	■

Performance Trend

Below is a summary of your past Productivity performance.

Period Start	Unit Count	Hours Worked	UPH	% to Goal	% to Curve	Exempted
Jun 1, 2016 5:00:00 AM	■	■	■	■	■	■
May 25, 2016 5:00:00 AM	■	■	■	■	■	■
May 18, 2016 5:00:00 AM	■	■	■	■	■	■
May 11, 2016 5:00:00 AM	■	■	■	■	■	■
May 4, 2016 5:00:00 AM	■	■	■	■	■	■
Apr 27, 2016 5:00:00 AM	■	■	■	■	■	■

Areas of Improvement Required by Associate

You are expected to meet 100% of the productivity performance expectation. Please note that if an associate receives a 2nd final or a total of 6 documented counseling write-ups in a rolling 12 months, their employment will end. We are committed to assisting you in improving your productivity performance, and will assist you in addressing any job related barriers that are impacting your ability to meet productivity performance expectations.

Associate Comments

Date: Jun 9, 2016 3:31:05 PM

CONFIDENTIAL**AMZ-BRY002164**

CONFIDENTIAL

Manager Signature: Acknowledged by Presnal, Margaret Rose (BadgeID: 11353937)

Date: Jun 9, 2016 3:31:05 PM

CONFIDENTIAL

AMZ-BRY002165

CONFIDENTIAL

Acknowledged by associate on May 26, 2016 11:04:25 AM - Delivered by Presnal,Margaret Rose (presnalm)

Supportive Feedback Document Productivity Trend - Second Written



Associate Name: [REDACTED]
Manager Name: Presnal,Margaret Rose (DN2-0730)
Created On: May 26, 2016 11:04:25 AM

Summary

Your recent job performance is not meeting Productivity expectations. Meeting performance standards is a critical component of your job. This document provides specific details about your performance and how you are not meeting expectations. In addition, this document describes the steps you and your manager will take to assist you in improving your performance. As a part of this conversation we are interested in understanding what barriers you think need to be removed, or what improvements can be made which would potentially assist you in improving your performance.

Communication History

Below is a summary of your Productivity Trend communications

Level	Count	Most Recent
Verbal Positive	7	May 18, 2016
Documented Coaching	4	Apr 27, 2016
Verbal Coaching	3	Apr 13, 2016
First Written	1	May 4, 2016

Details of Current Incident/Specific Concerns

You have not met Productivity expectations 3 out of the last 6 weeks. See the Trend section below for further details.

Process	Function	LC	Hours	Units	UPH	Expected	% to Goal	% to Curve	Was Borrowed
Pack Singles	Scan Verify ItemPacked Total EACH	Level 5	■	■	■	■	■	■	■
Chuting	Scan Verify AFE ItemPacked Total EACH	Level 5	■	■	■	■	■	■	■

Performance Trend

Below is a summary of your past Productivity performance.

Period Start	Unit Count	Hours Worked	UPH	% to Goal	% to Curve	Exempted
May 18, 2016 5:00:00 AM	■	■	■	■	■	■
May 11, 2016 5:00:00 AM	■	■	■	■	■	■
May 4, 2016 5:00:00 AM	■	■	■	■	■	■
Apr 27, 2016 5:00:00 AM	■	■	■	■	■	■
Apr 20, 2016 5:00:00 AM	■	■	■	■	■	■
Apr 13, 2016 5:00:00 AM	■	■	■	■	■	■

Areas of Improvement Required by Associate

You are expected to meet 100% of the productivity performance expectation. Please note that if an associate receives a 2nd final or a total of 6 documented counseling write-ups in a rolling 12 months, their employment will end. We are committed to assisting you in improving your productivity performance, and will assist you in addressing any job related barriers that are impacting your ability to meet productivity performance expectations.

Associate Comments

Retrain Offered and refused to AA. Asked if she was sure and said it would only benefit her and still refused.

Associate Signature: [REDACTED]

Date: May 26, 2016 11:04:25 AM

CONFIDENTIAL**AMZ-BRY002166**

CONFIDENTIAL

Manager Signature: Acknowledged by Presnal, Margaret Rose (BadgeID: 11353937)

Date: May 26, 2016 11:04:25 AM

CONFIDENTIAL

AMZ-BRY002167

CONFIDENTIAL

Acknowledged by associate on May 5, 2016 11:24:45 AM - Delivered by Presnal,Margaret Rose (presnalm)

Supportive Feedback Document Productivity Trend - First Written



Associate Name: [REDACTED]
Manager Name: Presnal,Margaret Rose (DN2-0730)
Created On: May 5, 2016 11:24:45 AM

Summary

Your recent job performance is not meeting Productivity expectations. Meeting performance standards is a critical component of your job. This document provides specific details about your performance and how you are not meeting expectations. In addition, this document describes the steps you and your manager will take to assist you in improving your performance. As a part of this conversation we are interested in understanding what barriers you think need to be removed, or what improvements can be made which would potentially assist you in improving your performance.

Communication History

Below is a summary of your Productivity Trend communications

Level	Count	Most Recent
Documented Coaching	4	Apr 27, 2016
Verbal Coaching	3	Apr 13, 2016
Verbal Positive	5	Apr 20, 2016

Details of Current Incident/Specific Concerns

You have not met Productivity expectations 3 out of the last 6 weeks. See the Trend section below for further details.

Process	Function	LC	Hours	Units	UPH	Expected	% to Goal	% to Curve	Was Borrowed
Chuting	Scan Verify AFE ItemPacked Total EACH	Level 5	■	■	■	■	■	■	■

Performance Trend

Below is a summary of your past Productivity performance.

Period Start	Unit Count	Hours Worked	UPH	% to Goal	% to Curve	Exempted
Apr 27, 2016 5:00:00 AM	■	■	■	■	■	■
Apr 20, 2016 5:00:00 AM	■	■	■	■	■	■
Apr 13, 2016 5:00:00 AM	■	■	■	■	■	■
Apr 6, 2016 5:00:00 AM	■	■	■	■	■	■
Mar 30, 2016 5:00:00 AM	■	■	■	■	■	■
Mar 23, 2016 5:00:00 AM	■	■	■	■	■	■

Areas of Improvement Required by Associate

You are expected to meet 100% of the productivity performance expectation. Please note that if an associate receives a 2nd final or a total of 6 documented counseling write-ups in a rolling 12 months, their employment will end. We are committed to assisting you in improving your productivity performance, and will assist you in addressing any job related barriers that are impacting your ability to meet productivity performance expectations.

Associate Comments

Has been sick

Associate Signature: [REDACTED]

Date: May 5, 2016 11:24:45 AM

Manager Signature: Acknowledged by Presnal,Margaret Rose (BadgeID: 11353937)

Date: May 5, 2016 11:24:45 AM

CONFIDENTIAL**AMZ-BRY002168**

CONFIDENTIAL

Acknowledged by associate on Apr 28, 2016 11:29:58 AM - Delivered by Presnal,Margaret Rose (presnalm)

Supportive Feedback Document

Productivity Trend - Documented Coaching



Associate Name: [REDACTED]
Manager Name: Presnal,Margaret Rose (DN2-0730)
Created On: Apr 28, 2016 11:29:58 AM

Summary

Your recent job performance is not meeting Productivity expectations. Meeting performance standards is a critical component of your job. This document provides specific details about your performance and how you are not meeting expectations. In addition, this document describes the steps you and your manager will take to assist you in improving your performance. As a part of this conversation we are interested in understanding what barriers you think need to be removed, or what improvements can be made which would potentially assist you in improving your performance.

Communication History

Below is a summary of your Productivity Trend communications

Level	Count	Most Recent
Documented Coaching	3	Feb 3, 2016
Verbal Coaching	3	Apr 13, 2016
Verbal Positive	5	Apr 20, 2016

Details of Current Incident/Specific Concerns

You have not met Productivity expectations 2 out of the last 6 weeks. See the Trend section below for further details.

Process	Function	LC	Hours	Units	UPH	Expected	% to Goal	% to Curve	Was Borrowed
Chuting	Scan Verify AFE ItemPacked Total EACH	Level 5	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]

Performance Trend

Below is a summary of your past Productivity performance.

Period Start	Unit Count	Hours Worked	UPH	% to Goal	% to Curve	Exempted
Apr 20, 2016 5:00:00 AM	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
Apr 13, 2016 5:00:00 AM	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
Apr 6, 2016 5:00:00 AM	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
Mar 30, 2016 5:00:00 AM	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
Mar 23, 2016 5:00:00 AM	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
Mar 16, 2016 5:00:00 AM	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]

Areas of Improvement Required by Associate

You are expected to meet 100% of the productivity performance expectation. Please note that if an associate receives a 2nd final or a total of 6 documented counseling write-ups in a rolling 12 months, their employment will end. We are committed to assisting you in improving your productivity performance, and will assist you in addressing any job related barriers that are impacting your ability to meet productivity performance expectations.

Associate Comments

Associate Signature: [REDACTED]

Date: Apr 28, 2016 11:29:58 AM

Manager Signature: Acknowledged by Presnal,Margaret Rose (BadgeID: 11353937)

Date: Apr 28, 2016 11:29:58 AM

CONFIDENTIAL**AMZ-BRY002170**

CONFIDENTIAL

Refused to sign by associate on Feb 7, 2016 7:59:17 AM - Delivered by Gallaway,Michael Anthony (gallawm)

Supportive Feedback Document

Productivity Trend - Documented Coaching

**Associate Name:** [REDACTED]**Manager Name:** Gallaway,Michael Anthony (DN2-0730)**Created On:** Feb 7, 2016 7:59:17 AM

Summary

Your recent job performance is not meeting Productivity expectations. Meeting performance standards is a critical component of your job. This document provides specific details about your performance and how you are not meeting expectations. In addition, this document describes the steps you and your manager will take to assist you in improving your performance. As a part of this conversation we are interested in understanding what barriers you think need to be removed, or what improvements can be made which would potentially assist you in improving your performance.

Communication History

Below is a summary of your Productivity Trend communications

Level	Count	Most Recent
Documented Coaching	2	Jan 13, 2016
Verbal Coaching	2	Jan 27, 2016

Details of Current Incident/Specific Concerns

You have not met Productivity expectations 2 out of the last 6 weeks. See the Trend section below for further details.

Process	Function	LC	Hours	Units	UPH	Expected	% to Goal	% to Curve	Was Borrowed
Chuting	Scan Verify AFE ItemPacked Total EACH	Level 5	■	■	■	■	■	■	■

Performance Trend

Below is a summary of your past Productivity performance.

Period Start	Unit Count	Hours Worked	UPH	% to Goal	% to Curve	Exempted
Jan 27, 2016 5:00:00 AM	■	■	■	■	■	■
Jan 20, 2016 5:00:00 AM	■	■	■	■	■	■
Jan 13, 2016 5:00:00 AM	■	■	■	■	■	■
Jan 6, 2016 5:00:00 AM	■	■	■	■	■	■
Dec 30, 2015 5:00:00 AM	4 ■	■	■	■	■	■
Dec 23, 2015 5:00:00 AM	■	■	■	■	■	■

Areas of Improvement Required by Associate

You are expected to meet 100% of the productivity performance expectation. Please note that if an associate receives a 2nd final or a total of 6 documented counseling write-ups in a rolling 12 months, their employment will end. We are committed to assisting you in improving your productivity performance, and will assist you in addressing any job related barriers that are impacting your ability to meet productivity performance expectations.

Associate Comments

Associate Signature: [REDACTED]**Date:** Feb 7, 2016 7:59:17 AM**Manager Signature:** Acknowledged by Gallaway,Michael Anthony (BadgID: 0274983)**Date:** Feb 7, 2016 7:59:17 AM**CONFIDENTIAL****AMZ-BRY002172**

CONFIDENTIAL

Refused to sign by associate on August 03, 2018, 8:33:33 AM - Delivered by Davis-Walker,Joshua (jdaviswa)

Supportive Feedback Document

Productivity Trend - Documented Coaching

**Associate Name:** [REDACTED]**Manager Name:** Davis-Walker,Joshua (DK7-0730)**Created On:** August 03, 2018, 8:33:33 AM

Summary

Your recent job performance is not meeting Productivity expectations. Meeting performance standards is a critical component of your job. This document provides specific details about your performance and how you are not meeting expectations. In addition, this document describes the steps you and your manager will take to assist you in improving your performance. As a part of this conversation we are interested in understanding what barriers you think need to be removed, or what improvements can be made which would potentially assist you in improving your performance.

Communication History

The following is a summary of your productivity feedback:

Level	Count	Most Recent
Verbal Positive	28	July 25, 2018
Verbal Coaching	6	July 11, 2018

Details of Current Incident/Specific Concerns

You have not met Productivity expectations 2 out of the last 6 weeks. See the Trend section below for further details.

Process	Function	LC	Hours	Units	UPH	Expected	% to Goal	% to Curve	Was Borrowed
Chuting	Scan Verify AFE 1 ItemPacked Medium EACH	Level 5	■	■	■	■	■	■	■
Chuting	Scan Verify AFE 1 ItemPacked Small EACH	Level 5	■	■	■	■	■	■	■

Performance Trend

Below is a summary of your past Productivity performance.

Period Start	Unit Count	Hours Worked	UPH	% to Goal	% to Curve	Exempted
July 25, 2018, 5:00:00 AM	■	■	■	■	■	N
July 18, 2018, 5:00:00 AM	■	■	■	■	■	■
July 11, 2018, 5:00:00 AM	■	■	■	■	■	■
July 04, 2018, 5:00:00 AM	■	■	■	■	■	■

Areas of Improvement Required by Associate

You are expected to meet 100% of the productivity performance expectation. Please note that if an associate receives a 2nd final or a total of 6 documented counseling write-ups in a rolling 12 months, their employment will end. We are committed to assisting you in improving your productivity performance, and will assist you in addressing any job related barriers that are impacting your ability to meet productivity performance expectations.

Associate Comments

Associate Signature: [REDACTED]**Date:** August 03, 2018, 8:33:33 AM**Manager Signature:** Acknowledged by Davis-Walker,Joshua (BadgeID: 11354029)**Date:** August 03, 2018, 8:33:33 AM**CONFIDENTIAL****AMZ-BRY002174**

CONFIDENTIAL

Acknowledged by associate on Jun 9, 2016 3:31:05 PM - Delivered by Presnal,Margaret Rose (presnal)

Supportive Feedback Document Productivity Trend - Final Written



Associate Name: [REDACTED]
Manager Name: Presnal,Margaret Rose (DN2-0730)
Created On: Jun 9, 2016 3:31:05 PM

Summary

Your recent job performance is not meeting Productivity expectations. Meeting performance standards is a critical component of your job. This document provides specific details about your performance and how you are not meeting expectations. In addition, this document describes the steps you and your manager will take to assist you in improving your performance. As a part of this conversation we are interested in understanding what barriers you think need to be removed, or what improvements can be made which would potentially assist you in improving your performance.

Communication History

Below is a summary of your Productivity Trend communications

Level	Count	Most Recent
Second Written	1	May 25, 2016
Verbal Coaching	3	Apr 13, 2016
First Written	1	May 4, 2016
Documented Coaching	4	Apr 27, 2016
Verbal Positive	8	Jun 1, 2016

Details of Current Incident/Specific Concerns

You have not met Productivity expectations 3 out of the last 6 weeks. See the Trend section below for further details.

Process	Function	LC	Hours	Units	UPH	Expected	% to Goal	% to Curve	Was Borrowed
Chuting	Scan Verify AFE ItemPacked Total EACH	Level 5	■	■	■	■	■	■	■

Performance Trend

Below is a summary of your past Productivity performance.

Period Start	Unit Count	Hours Worked	UPH	% to Goal	% to Curve	Exempted
Jun 1, 2016 5:00:00 AM	■	■	■	■	■	■
May 25, 2016 5:00:00 AM	■	■	■	■	■	■
May 18, 2016 5:00:00 AM	■	■	■	■	■	■
May 11, 2016 5:00:00 AM	■	■	■	■	■	■
May 4, 2016 5:00:00 AM	■	■	■	■	■	■
Apr 27, 2016 5:00:00 AM	■	■	■	■	■	■

Areas of Improvement Required by Associate

You are expected to meet 100% of the productivity performance expectation. Please note that if an associate receives a 2nd final or a total of 6 documented counseling write-ups in a rolling 12 months, their employment will end. We are committed to assisting you in improving your productivity performance, and will assist you in addressing any job related barriers that are impacting your ability to meet productivity performance expectations.

Associate Comments

Associate Signature: [REDACTED]

Date: Jun 9, 2016 3:31:05 PM

CONFIDENTIAL**AMZ-BRY002175**

CONFIDENTIAL

Manager Signature: Acknowledged by Presnal, Margaret Rose (BadgeID: 11353937)

Date: Jun 9, 2016 3:31:05 PM

CONFIDENTIAL

AMZ-BRY002176

CONFIDENTIAL

Acknowledged by associate on May 26, 2016 11:04:25 AM - Delivered by Presnal,Margaret Rose (presnalm)

Supportive Feedback Document Productivity Trend - Second Written



Associate Name: [REDACTED]
Manager Name: Presnal,Margaret Rose (DN2-0730)
Created On: May 26, 2016 11:04:25 AM

Summary

Your recent job performance is not meeting Productivity expectations. Meeting performance standards is a critical component of your job. This document provides specific details about your performance and how you are not meeting expectations. In addition, this document describes the steps you and your manager will take to assist you in improving your performance. As a part of this conversation we are interested in understanding what barriers you think need to be removed, or what improvements can be made which would potentially assist you in improving your performance.

Communication History

Below is a summary of your Productivity Trend communications

Level	Count	Most Recent
Verbal Positive	7	May 18, 2016
Documented Coaching	4	Apr 27, 2016
Verbal Coaching	3	Apr 13, 2016
First Written	1	May 4, 2016

Details of Current Incident/Specific Concerns

You have not met Productivity expectations 3 out of the last 6 weeks. See the Trend section below for further details.

Process	Function	LC	Hours	Units	UPH	Expected	% to Goal	% to Curve	Was Borrowed
Pack Singles	Scan Verify ItemPacked Total EACH	Level 5	■	■	■	■	■	■	■
Chuting	Scan Verify AFE ItemPacked Total EACH	Level 5	■	■	■	■	■	■	■

Performance Trend

Below is a summary of your past Productivity performance.

Period Start	Unit Count	Hours Worked	UPH	% to Goal	% to Curve	Exempted
May 18, 2016 5:00:00 AM	■	■	■	■	■	■
May 11, 2016 5:00:00 AM	■	■	■	■	■	■
May 4, 2016 5:00:00 AM	■	■	■	■	■	■
Apr 27, 2016 5:00:00 AM	■	■	■	■	■	■
Apr 20, 2016 5:00:00 AM	■	■	■	■	■	■
Apr 13, 2016 5:00:00 AM	■	■	■	■	■	■

Areas of Improvement Required by Associate

You are expected to meet 100% of the productivity performance expectation. Please note that if an associate receives a 2nd final or a total of 6 documented counseling write-ups in a rolling 12 months, their employment will end. We are committed to assisting you in improving your productivity performance, and will assist you in addressing any job related barriers that are impacting your ability to meet productivity performance expectations.

Associate Comments

Retrain Offered and refused to AA. Asked if she was sure and said it would only benefit her and still refused.

Associate Signature: [REDACTED]

Date: May 26, 2016 11:04:25 AM

CONFIDENTIAL**AMZ-BRY002177**

CONFIDENTIAL

Manager Signature: Acknowledged by Presnal, Margaret Rose (BadgeID: 11353937)

Date: May 26, 2016 11:04:25 AM

CONFIDENTIAL

AMZ-BRY002178

CONFIDENTIAL

Acknowledged by associate on May 5, 2016 11:24:45 AM - Delivered by Presnal,Margaret Rose (presnalm)

Supportive Feedback Document Productivity Trend - First Written



Associate Name: [REDACTED]
Manager Name: Presnal,Margaret Rose (DN2-0730)
Created On: May 5, 2016 11:24:45 AM

Summary

Your recent job performance is not meeting Productivity expectations. Meeting performance standards is a critical component of your job. This document provides specific details about your performance and how you are not meeting expectations. In addition, this document describes the steps you and your manager will take to assist you in improving your performance. As a part of this conversation we are interested in understanding what barriers you think need to be removed, or what improvements can be made which would potentially assist you in improving your performance.

Communication History

Below is a summary of your Productivity Trend communications

Level	Count	Most Recent
Documented Coaching	4	Apr 27, 2016
Verbal Coaching	3	Apr 13, 2016
Verbal Positive	5	Apr 20, 2016

Details of Current Incident/Specific Concerns

You have not met Productivity expectations 3 out of the last 6 weeks. See the Trend section below for further details.

Process	Function	LC	Hours	Units	UPH	Expected	% to Goal	% to Curve	Was Borrowed
Chuting	Scan Verify AFE ItemPacked Total EACH	Level 5	■	■	■	■	■	■	■

Performance Trend

Below is a summary of your past Productivity performance.

Period Start	Unit Count	Hours Worked	UPH	% to Goal	% to Curve	Exempted
Apr 27, 2016 5:00:00 AM	■	■	■	■	■	■
Apr 20, 2016 5:00:00 AM	■	■	■	■	■	■
Apr 13, 2016 5:00:00 AM	■	■	■	■	■	■
Apr 6, 2016 5:00:00 AM	■	■	■	■	■	■
Mar 30, 2016 5:00:00 AM	■	■	■	■	■	■
Mar 23, 2016 5:00:00 AM	■	■	■	■	■	■

Areas of Improvement Required by Associate

You are expected to meet 100% of the productivity performance expectation. Please note that if an associate receives a 2nd final or a total of 6 documented counseling write-ups in a rolling 12 months, their employment will end. We are committed to assisting you in improving your productivity performance, and will assist you in addressing any job related barriers that are impacting your ability to meet productivity performance expectations.

Associate Comments

Has been sick

Associate Signature: [REDACTED]

Date: May 5, 2016 11:24:45 AM

Manager Signature: Acknowledged by Presnal,Margaret Rose (BadgeID: 11353937)

Date: May 5, 2016 11:24:45 AM

CONFIDENTIAL**AMZ-BRY002179**

CONFIDENTIAL

Acknowledged by associate on Apr 28, 2016 11:29:58 AM - Delivered by Presnal,Margaret Rose (presnalm)

Supportive Feedback Document

Productivity Trend - Documented Coaching



Associate Name: [REDACTED]
Manager Name: Presnal,Margaret Rose (DN2-0730)
Created On: Apr 28, 2016 11:29:58 AM

Summary

Your recent job performance is not meeting Productivity expectations. Meeting performance standards is a critical component of your job. This document provides specific details about your performance and how you are not meeting expectations. In addition, this document describes the steps you and your manager will take to assist you in improving your performance. As a part of this conversation we are interested in understanding what barriers you think need to be removed, or what improvements can be made which would potentially assist you in improving your performance.

Communication History

Below is a summary of your Productivity Trend communications

Level	Count	Most Recent
Documented Coaching	3	Feb 3, 2016
Verbal Coaching	3	Apr 13, 2016
Verbal Positive	5	Apr 20, 2016

Details of Current Incident/Specific Concerns

You have not met Productivity expectations 2 out of the last 6 weeks. See the Trend section below for further details.

Process	Function	LC	Hours	Units	UPH	Expected	% to Goal	% to Curve	Was Borrowed
Chuting	Scan Verify AFE ItemPacked Total EACH	Level 5	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]

Performance Trend

Below is a summary of your past Productivity performance.

Period Start	Unit Count	Hours Worked	UPH	% to Goal	% to Curve	Exempted
Apr 20, 2016 5:00:00 AM	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
Apr 13, 2016 5:00:00 AM	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
Apr 6, 2016 5:00:00 AM	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
Mar 30, 2016 5:00:00 AM	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
Mar 23, 2016 5:00:00 AM	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
Mar 16, 2016 5:00:00 AM	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]

Areas of Improvement Required by Associate

You are expected to meet 100% of the productivity performance expectation. Please note that if an associate receives a 2nd final or a total of 6 documented counseling write-ups in a rolling 12 months, their employment will end. We are committed to assisting you in improving your productivity performance, and will assist you in addressing any job related barriers that are impacting your ability to meet productivity performance expectations.

Associate Comments

Associate Signature: [REDACTED]

Date: Apr 28, 2016 11:29:58 AM

Manager Signature: Acknowledged by Presnal,Margaret Rose (BadgeID: 11353937)

Date: Apr 28, 2016 11:29:58 AM

CONFIDENTIAL**AMZ-BRY002181**

CONFIDENTIAL

Refused to sign by associate on Feb 7, 2016 7:59:17 AM - Delivered by Gallaway,Michael Anthony (gallawm)

Supportive Feedback Document Productivity Trend - Documented Coaching

**Associate Name:** [REDACTED]**Manager Name:** Gallaway,Michael Anthony (DN2-0730)**Created On:** Feb 7, 2016 7:59:17 AM

Summary

Your recent job performance is not meeting Productivity expectations. Meeting performance standards is a critical component of your job. This document provides specific details about your performance and how you are not meeting expectations. In addition, this document describes the steps you and your manager will take to assist you in improving your performance. As a part of this conversation we are interested in understanding what barriers you think need to be removed, or what improvements can be made which would potentially assist you in improving your performance.

Communication History

Below is a summary of your Productivity Trend communications

Level	Count	Most Recent
Documented Coaching	2	Jan 13, 2016
Verbal Coaching	2	Jan 27, 2016

Details of Current Incident/Specific Concerns

You have not met Productivity expectations 2 out of the last 6 weeks. See the Trend section below for further details.

Process	Function	LC	Hours	Units	UPH	Expected	% to Goal	% to Curve	Was Borrowed
Chuting	Scan Verify AFE ItemPacked Total EACH	Level 5	■	■	■	■	■	■	■

Performance Trend

Below is a summary of your past Productivity performance.

Period Start	Unit Count	Hours Worked	UPH	% to Goal	% to Curve	Exempted
Jan 27, 2016 5:00:00 AM	■	■	■	■	■	■
Jan 20, 2016 5:00:00 AM	■	■	■	■	■	■
Jan 13, 2016 5:00:00 AM	■	■	■	■	■	■
Jan 6, 2016 5:00:00 AM	■	■	■	■	■	■
Dec 30, 2015 5:00:00 AM	■	■	■	■	■	■
Dec 23, 2015 5:00:00 AM	■	■	■	■	■	■

Areas of Improvement Required by Associate

You are expected to meet 100% of the productivity performance expectation. Please note that if an associate receives a 2nd final or a total of 6 documented counseling write-ups in a rolling 12 months, their employment will end. We are committed to assisting you in improving your productivity performance, and will assist you in addressing any job related barriers that are impacting your ability to meet productivity performance expectations.

Associate Comments

Associate Signature: [REDACTED]**Date:** Feb 7, 2016 7:59:17 AM**Manager Signature:** Acknowledged by Gallaway,Michael Anthony (BadgID: 0274983)**Date:** Feb 7, 2016 7:59:17 AM**CONFIDENTIAL****AMZ-BRY002183**

CONFIDENTIAL

Refused to sign by associate on August 03, 2018, 8:33:33 AM - Delivered by Davis-Walker,Joshua (jdaviswa)

Supportive Feedback Document

Productivity Trend - Documented Coaching

**Associate Name:** [REDACTED]**Manager Name:** Davis-Walker,Joshua (DK7-0730)**Created On:** August 03, 2018, 8:33:33 AM

Summary

Your recent job performance is not meeting Productivity expectations. Meeting performance standards is a critical component of your job. This document provides specific details about your performance and how you are not meeting expectations. In addition, this document describes the steps you and your manager will take to assist you in improving your performance. As a part of this conversation we are interested in understanding what barriers you think need to be removed, or what improvements can be made which would potentially assist you in improving your performance.

Communication History

The following is a summary of your productivity feedback:

Level	Count	Most Recent
Verbal Positive	28	July 25, 2018
Verbal Coaching	6	July 11, 2018

Details of Current Incident/Specific Concerns

You have not met Productivity expectations 2 out of the last 6 weeks. See the Trend section below for further details.

Process	Function	LC	Hours	Units	UPH	Expected	% to Goal	% to Curve	Was Borrowed
Chuting	Scan Verify AFE 1 ItemPacked Medium EACH	Level 5	■	■	■	■	■	■	■
Chuting	Scan Verify AFE 1 ItemPacked Small EACH	Level 5	■	■	■	■	■	■	■

Performance Trend

Below is a summary of your past Productivity performance.

Period Start	Unit Count	Hours Worked	UPH	% to Goal	% to Curve	Exempted
July 25, 2018, 5:00:00 AM	■	■	■	■	■	■
July 18, 2018, 5:00:00 AM	■	■	■	■	■	■
July 11, 2018, 5:00:00 AM	■	■	■	■	■	■
July 04, 2018, 5:00:00 AM	■	■	■	■	■	■

Areas of Improvement Required by Associate

You are expected to meet 100% of the productivity performance expectation. Please note that if an associate receives a 2nd final or a total of 6 documented counseling write-ups in a rolling 12 months, their employment will end. We are committed to assisting you in improving your productivity performance, and will assist you in addressing any job related barriers that are impacting your ability to meet productivity performance expectations.

Associate Comments

Associate Signature: [REDACTED]**Date:** August 03, 2018, 8:33:33 AM**Manager Signature:** Acknowledged by Davis-Walker,Joshua (BadgeID: 11354029)**Date:** August 03, 2018, 8:33:33 AM**CONFIDENTIAL****AMZ-BRY002185**

CONFIDENTIAL

Acknowledged by associate on November 08, 2019, 1:02:31 PM - Delivered by Outeiral,Kelly janice (outkelly)

Supportive Feedback Document Behavioral - Final Written

amazon.com

Associate Name: Moore,Veronica Jarcee (veromoor)
Manager Name: Ochoterena III,Miguel Angel (DK7-0730)
Created On: November 08, 2019, 1:02:31 PM



Summary

Your recent job performance is not meeting Behavioral expectations. Meeting performance standards is a critical component of your job. This document provides specific details about your performance and how you are not meeting expectations. In addition, this document describes the steps you and your manager will take to assist you in improving your performance. As a part of this conversation we are interested in understanding what barriers you think need to be removed, or what improvements can be made which would potentially assist you in improving your performance.

Communication History

The following is a summary of your behavioral feedback:

Level	Count	Most Recent
First Written	1	March 08, 2019, 10:44:57 AM
Final Written	1	October 30, 2019, 11:04:59 AM
Verbal Coaching	1	December 02, 2018, 12:43:43 PM

Details of Current Incident/Specific Concerns

On 11/8 you were seen raising your elbow and hitting another AA while bringing your items back to pack. Due to your history with the other AA Associates are expected to treat each other, contractors, customers, and visitors with courtesy and professionalism. All associates, regardless of position, are responsible for ensuring that our workplace is free from offensive behavior and harassment. Examples of this behavior can be identified as conduct that includes any verbal or physical conduct that has the purpose or effect of creating an offensive, hostile, or intimidating work environment that interferes with an individual's ability to perform the job. On (inset incident details) These behaviors are in violation of Amazon's Code of Conduct and are a Category 2 violation of Amazon's Standards of Conduct.

Areas of Improvement Required by Associate

Amazon is committed to providing a work environment that promotes the health, safety, and productivity of its associates. Associates are expected to treat each other, contractors, customers, and visitors with courtesy and professionalism. Amazon will not tolerate any conduct whether physical or verbal that does or can be interpreted as creating an offensive, hostile, or intimidating work environment. You are expected to be in compliance with the Amazons Standards of Conduct policy at all times while working in the Fulfillment Center. Please note that if an associate receives 2 finals or a total of 6 documented counseling write-ups in a rolling 12 months, their employment will end. Immediate improvement is expected.

Associate Comments

I acknowledge that I have been informed of my right to appeal this feedback if I meet all eligibility requirements defined by the Appeals Policy, and that I know where to obtain an appeals packet.

Associate Signature: Acknowledged by Moore,Veronica Jarcee (BadgeID: 11275896)

Date: November 08, 2019, 1:02:31 PM

Manager Signature: Acknowledged by Outeiral,Kelly janice (BadgeID: 12307653)

Date: November 08, 2019, 1:02:31 PM

CONFIDENTIAL

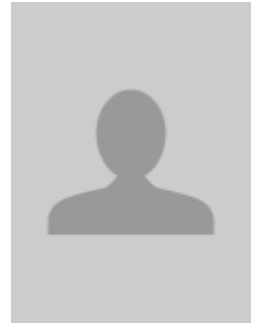
AMZ-BRY002125

Acknowledged by associate on January 17, 2021, 8:44:08 PM - Delivered by Konchalski,Randy Michael (konchals)

Supportive Feedback Document Unpaid Personal Time - Notice



Associate Name: [REDACTED]
Manager Name: Hawkins,De'Von (NL4-1845)
Created On: January 17, 2021, 8:44:08 PM



Summary

We value you as a team member and appreciate the effort you give to ensure we are the Earth's most customer centric company! As an owner, we want you to be successful. You start your employment with a bank of Unpaid Personal Time (UPT), in addition to paid vacation and personal time. Your UPT bank is refreshed with an additional 20 hours each quarter (up to a maximum of 80 hours). This conversation is to make sure you know where you stand with your bank of UPT and the date your bank will be refreshed. This is just a friendly reminder: if your UPT balance is depleted past zero and you have no paid personal time available or other approved leave options, as described in the attendance policy, termination of employment will occur. So, please make sure you track your UPT balance and manage your time. If you have questions or need help, just ask!

Communication History

The following is a summary of your unpaid personal time feedback:

Level	Count	Most Recent
Notice	2	October 16, 2020, 12:00:00 AM

Details of Current Incident/Specific Concerns

We value you as a team member and appreciate the effort you give to ensure we are the Earth's most customer centric company! As an owner, we want you to be successful. You start your employment with a bank of Unpaid Personal Time (UPT), in addition to paid vacation and personal time. Your UPT bank is refreshed with an additional 20 hours each quarter (up to a maximum of 80 hours). This conversation is to make sure you know where you stand with your bank of UPT and the date your bank will be refreshed. Your next 20-hour allotment of UPT will be deposited into your UPT bank on:
April 01, 2021, Current UPT Balance is 15, As of: **January 13, 2021**

Associate Comments

AA knows current upt balance

Associate Signature: Acknowledged by [REDACTED] (BadgeID: [REDACTED])

Date: January 17, 2021, 8:44:08 PM

Manager Signature: Acknowledged by Konchalski,Randy Michael (BadgeID: 13009146)

Date: January 17, 2021, 8:44:08 PM

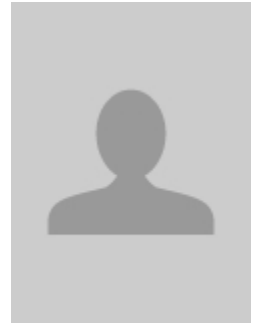
CONFIDENTIAL

Acknowledged by associate on October 19, 2020, 3:20:27 AM - Delivered by Hawkins,De'Von (vonhawk)

Supportive Feedback Document Unpaid Personal Time - Notice



Associate Name: [REDACTED]
Manager Name: Hawkins,De'Von (NL4-1845)
Created On: October 19, 2020, 3:20:27 AM



Summary

We value you as a team member and appreciate the effort you give to ensure we are the Earth's most customer centric company! As an owner, we want you to be successful. You start your employment with a bank of Unpaid Personal Time (UPT), in addition to paid vacation and personal time. Your UPT bank is refreshed with an additional 20 hours each quarter (up to a maximum of 80 hours). This conversation is to make sure you know where you stand with your bank of UPT and the date your bank will be refreshed. This is just a friendly reminder: if your UPT balance is depleted past zero and you have no paid personal time available or other approved leave options, as described in the attendance policy, termination of employment will occur. So, please make sure you track your UPT balance and manage your time. If you have questions or need help, just ask!

Communication History

The following is a summary of your unpaid personal time feedback:

Level	Count	Most Recent
Notice	2	July 27, 2020, 12:00:00 AM

Details of Current Incident/Specific Concerns

We value you as a team member and appreciate the effort you give to ensure we are the Earth's most customer centric company! As an owner, we want you to be successful. You start your employment with a bank of Unpaid Personal Time (UPT), in addition to paid vacation and personal time. Your UPT bank is refreshed with an additional 20 hours each quarter (up to a maximum of 80 hours). This conversation is to make sure you know where you stand with your bank of UPT and the date your bank will be refreshed. Your next 20-hour allotment of UPT will be deposited into your UPT bank on: **January 01, 2021**, Current UPT Balance is **13**, As of: **October 19, 2020**

Associate Comments

Associate Signature: Acknowledged by [REDACTED] (BadgeID: [REDACTED])

Date: October 19, 2020, 3:20:27 AM

Manager Signature: Acknowledged by Hawkins,De'Von (BadgeID: 0170543)

Date: October 19, 2020, 3:20:27 AM

CONFIDENTIAL**AMZ-BRY002047**

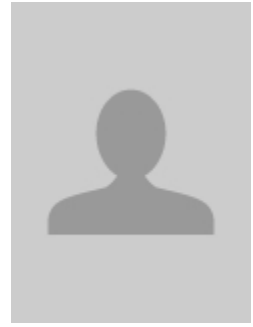
CONFIDENTIAL

Acknowledged by associate on July 28, 2020, 3:03:31 AM - Delivered by Hawkins,De'Von (vonhawk)

Supportive Feedback Document Unpaid Personal Time - Notice



Associate Name: [REDACTED]
Manager Name: Hawkins,De'Von (NL4-1845)
Created On: July 28, 2020, 3:03:31 AM



Summary

We value you as a team member and appreciate the effort you give to ensure we are the Earth's most customer centric company! As an owner, we want you to be successful. You start your employment with a bank of Unpaid Personal Time (UPT), in addition to paid vacation and personal time. Your UPT bank is refreshed with an additional 20 hours each quarter (up to a maximum of 80 hours). This conversation is to make sure you know where you stand with your bank of UPT and the date your bank will be refreshed. This is just a friendly reminder: if your UPT balance is depleted past zero and you have no paid personal time available or other approved leave options, as described in the attendance policy, termination of employment will occur. So, please make sure you track your UPT balance and manage your time. If you have questions or need help, just ask!

Communication History

The following is a summary of your unpaid personal time feedback:

Level	Count	Most Recent
Notice	1	December 21, 2019, 12:00:00 AM

Details of Current Incident/Specific Concerns

We value you as a team member and appreciate the effort you give to ensure we are the Earth's most customer centric company! As an owner, we want you to be successful. You start your employment with a bank of Unpaid Personal Time (UPT), in addition to paid vacation and personal time. Your UPT bank is refreshed with an additional 20 hours each quarter (up to a maximum of 80 hours). This conversation is to make sure you know where you stand with your bank of UPT and the date your bank will be refreshed. Your next 20-hour allotment of UPT will be deposited into your UPT bank on: **October 01, 2020**, Current UPT Balance is **10**, As of: **July 28, 2020**

Associate Comments

Associate Signature: Acknowledged by [REDACTED] (BadgeID: [REDACTED])

Date: July 28, 2020, 3:03:31 AM

Manager Signature: Acknowledged by Hawkins,De'Von (BadgeID: 0170543)

Date: July 28, 2020, 3:03:31 AM

CONFIDENTIAL**AMZ-BRY002048**

CONFIDENTIAL

Acknowledged by associate on December 22, 2019, 8:56:27 PM - Delivered by Hawkins,De'Von (vonhawk)

Supportive Feedback Document Unpaid Personal Time - Notice



Associate Name: [REDACTED] ([REDACTED])
Manager Name: Hawkins,De'Von (NL4-1830)
Created On: December 22, 2019, 8:56:27 PM

Summary

We value you as a team member and appreciate the effort you give to ensure we are the Earth's most customer centric company! As an owner, we want you to be successful. You start your employment with a bank of Unpaid Personal Time (UPT), in addition to paid vacation and personal time. Your UPT bank is refreshed with an additional 20 hours each quarter (up to a maximum of 80 hours). This conversation is to make sure you know where you stand with your bank of UPT and the date your bank will be refreshed. This is just a friendly reminder: if your UPT balance is depleted past zero and you have no paid personal time available or other approved leave options, as described in the attendance policy, termination of employment will occur. So, please make sure you track your UPT balance and manage your time. If you have questions or need help, just ask!

Communication History

The following is a summary of your unpaid personal time feedback:

Level	Count	Most Recent
Notice	3	July 11, 2019, 12:00:00 AM

Details of Current Incident/Specific Concerns

We value you as a team member and appreciate the effort you give to ensure we are the Earth's most customer centric company! As an owner, we want you to be successful. You start your employment with a bank of Unpaid Personal Time (UPT), in addition to paid vacation and personal time. Your UPT bank is refreshed with an additional 20 hours each quarter (up to a maximum of 80 hours). This conversation is to make sure you know where you stand with your bank of UPT and the date your bank will be refreshed. Your next 20-hour allotment of UPT will be deposited into your UPT bank on: **January 01, 2020**, Current UPT Balance is **15**, As of: **December 22, 2019**

Associate Comments

Associate Signature: Acknowledged by [REDACTED] (BadgeID: [REDACTED])

Date: December 22, 2019, 8:56:27 PM

Manager Signature: Acknowledged by Hawkins,De'Von (BadgeID: 0170543)

Date: December 22, 2019, 8:56:27 PM

CONFIDENTIAL**AMZ-BRY002049**

CONFIDENTIAL

Acknowledged by associate on July 17, 2019, 7:59:17 PM - Delivered by Alexander,Ashley (alashley)

Supportive Feedback Document Unpaid Personal Time - Notice



Associate Name: [REDACTED] ([REDACTED])
Manager Name: Dar,Shehzad (NL4-1830)
Created On: July 17, 2019, 7:59:17 PM

Summary

We value you as a team member and appreciate the effort you give to ensure we are the Earth's most customer centric company! As an owner, we want you to be successful. You start your employment with a bank of Unpaid Personal Time (UPT), in addition to paid vacation and personal time. Your UPT bank is refreshed with an additional 20 hours each quarter (up to a maximum of 80 hours). This conversation is to make sure you know where you stand with your bank of UPT and the date your bank will be refreshed. This is just a friendly reminder: if your UPT balance is depleted past zero and you have no paid personal time available or other approved leave options, as described in the attendance policy, termination of employment will occur. So, please make sure you track your UPT balance and manage your time. If you have questions or need help, just ask!

Communication History

The following is a summary of your unpaid personal time feedback:

Level	Count	Most Recent
Notice	4	April 04, 2019, 12:00:00 AM

Details of Current Incident/Specific Concerns

We value you as a team member and appreciate the effort you give to ensure we are the Earth's most customer centric company! As an owner, we want you to be successful. You start your employment with a bank of Unpaid Personal Time (UPT), in addition to paid vacation and personal time. Your UPT bank is refreshed with an additional 20 hours each quarter (up to a maximum of 80 hours). This conversation is to make sure you know where you stand with your bank of UPT and the date your bank will be refreshed. Your next 20-hour allotment of UPT will be deposited into your UPT bank on: **October 01, 2019**, Current UPT Balance is **13**, As of: **July 17, 2019**

Associate Comments

Associate Signature: Acknowledged by [REDACTED] (BadgeID: [REDACTED])

Date: July 17, 2019, 7:59:17 PM

Manager Signature: Acknowledged by Alexander,Ashley (BadgeID: 0216975)

Date: July 17, 2019, 7:59:17 PM

CONFIDENTIAL**AMZ-BRY002050**

CONFIDENTIAL

Acknowledged by associate on April 08, 2019, 2:16:21 AM - Delivered by Dar,Shehzad (dshehzad)

Supportive Feedback Document Unpaid Personal Time - Notice



Associate Name: [REDACTED] ([REDACTED])
Manager Name: Dar,Shehzad (NL4-1830)
Created On: April 08, 2019, 2:16:21 AM

Summary

We value you as a team member and appreciate the effort you give to ensure we are the Earth's most customer centric company! As an owner, we want you to be successful. You start your employment with a bank of Unpaid Personal Time (UPT), in addition to paid vacation and personal time. Your UPT bank is refreshed with an additional 20 hours each quarter (up to a maximum of 80 hours). This conversation is to make sure you know where you stand with your bank of UPT and the date your bank will be refreshed. This is just a friendly reminder: if your UPT balance is depleted past zero and you have no paid personal time available or other approved leave options, as described in the attendance policy, termination of employment will occur. So, please make sure you track your UPT balance and manage your time. If you have questions or need help, just ask!

Communication History

The following is a summary of your unpaid personal time feedback:

Level	Count	Most Recent
Notice	4	January 15, 2019, 12:00:00 AM

Details of Current Incident/Specific Concerns

We value you as a team member and appreciate the effort you give to ensure we are the Earth's most customer centric company! As an owner, we want you to be successful. You start your employment with a bank of Unpaid Personal Time (UPT), in addition to paid vacation and personal time. Your UPT bank is refreshed with an additional 20 hours each quarter (up to a maximum of 80 hours). This conversation is to make sure you know where you stand with your bank of UPT and the date your bank will be refreshed. Your next 20-hour allotment of UPT will be deposited into your UPT bank on: **July 01, 2019**, Current UPT Balance is 13, As of: **April 08, 2019**

Associate Comments

Associate Signature: Acknowledged by [REDACTED] (BadgeID: [REDACTED])

Date: April 08, 2019, 2:16:21 AM

Manager Signature: Acknowledged by Dar,Shehzad (BadgeID: 12221299)

Date: April 08, 2019, 2:16:21 AM

CONFIDENTIAL**AMZ-BRY002051**

CONFIDENTIAL

Acknowledged by associate on January 20, 2019, 8:10:38 PM - Delivered by Alexander,Ashley (alashley)

Supportive Feedback Document Unpaid Personal Time - Notice



Associate Name: [REDACTED] ([REDACTED])
Manager Name: Alexander,Ashley (NL4-1830)
Created On: January 20, 2019, 8:10:38 PM

Summary

We value you as a team member and appreciate the effort you give to ensure we are the Earth's most customer centric company! As an owner, we want you to be successful. You start your employment with a bank of Unpaid Personal Time (UPT), in addition to paid vacation and personal time. Your UPT bank is refreshed with an additional 20 hours each quarter (up to a maximum of 80 hours). This conversation is to make sure you know where you stand with your bank of UPT and the date your bank will be refreshed. This is just a friendly reminder: if your UPT balance is depleted past zero and you have no paid personal time available or other approved leave options, as described in the attendance policy, termination of employment will occur. So, please make sure you track your UPT balance and manage your time. If you have questions or need help, just ask!

Communication History

The following is a summary of your unpaid personal time feedback:

Level	Count	Most Recent
Notice	3	October 08, 2018, 12:00:00 AM

Details of Current Incident/Specific Concerns

We value you as a team member and appreciate the effort you give to ensure we are the Earth's most customer centric company! As an owner, we want you to be successful. You start your employment with a bank of Unpaid Personal Time (UPT), in addition to paid vacation and personal time. Your UPT bank is refreshed with an additional 20 hours each quarter (up to a maximum of 80 hours). This conversation is to make sure you know where you stand with your bank of UPT and the date your bank will be refreshed. Your next 20-hour allotment of UPT will be deposited into your UPT bank on: **April 01, 2019**, Current UPT Balance is **10**, As of: **January 15, 2019**

Associate Comments

Associate Signature: Acknowledged by [REDACTED] (BadgeID: [REDACTED])

Date: January 20, 2019, 8:10:38 PM

Manager Signature: Acknowledged by Alexander,Ashley (BadgeID: 0216975)

Date: January 20, 2019, 8:10:38 PM

CONFIDENTIAL**AMZ-BRY002052**

CONFIDENTIAL

Acknowledged by associate on October 08, 2018, 1:02:58 AM - Delivered by Alexander,Ashley (alashley)

Supportive Feedback Document Unpaid Personal Time - Notice



Associate Name: [REDACTED] ([REDACTED])
Manager Name: Alexander,Ashley (NL4-1830)
Created On: October 08, 2018, 1:02:58 AM

Summary

We value you as a team member and appreciate the effort you give to ensure we are the Earth's most customer centric company! As an owner, we want you to be successful. You start your employment with a bank of Unpaid Personal Time (UPT), in addition to paid vacation and personal time. Your UPT bank is refreshed with an additional 20 hours each quarter (up to a maximum of 80 hours). This conversation is to make sure you know where you stand with your bank of UPT and the date your bank will be refreshed. This is just a friendly reminder: if your UPT balance is depleted past zero and you have no paid personal time available or other approved leave options, as described in the attendance policy, termination of employment will occur. So, please make sure you track your UPT balance and manage your time. If you have questions or need help, just ask!

Communication History

The following is a summary of your unpaid personal time feedback:

Level	Count	Most Recent
Notice	2	July 30, 2018, 12:00:00 AM

Details of Current Incident/Specific Concerns

We value you as a team member and appreciate the effort you give to ensure we are the Earth's most customer centric company! As an owner, we want you to be successful. You start your employment with a bank of Unpaid Personal Time (UPT), in addition to paid vacation and personal time. Your UPT bank is refreshed with an additional 20 hours each quarter (up to a maximum of 80 hours). This conversation is to make sure you know where you stand with your bank of UPT and the date your bank will be refreshed. Your next 20-hour allotment of UPT will be deposited into your UPT bank on: **January 01, 2019**, Current UPT Balance is **15**, As of: **October 08, 2018**

Associate Comments

Associate Signature: Acknowledged by [REDACTED] (BadgeID: [REDACTED])

Date: October 08, 2018, 1:02:58 AM

Manager Signature: Acknowledged by Alexander,Ashley (BadgeID: 0216975)

Date: October 08, 2018, 1:02:58 AM

CONFIDENTIAL**AMZ-BRY002053**

CONFIDENTIAL

Acknowledged by associate on August 01, 2018, 4:05:53 AM - Delivered by Babatunde,Alex (oluwakob)

Supportive Feedback Document Unpaid Personal Time - Notice



Associate Name: [REDACTED] ([REDACTED])
Manager Name: Babatunde,Alex (NL4-1830)
Created On: August 01, 2018, 4:05:53 AM

Summary

We value you as a team member and appreciate the effort you give to ensure we are the Earth's most customer centric company! As an owner, we want you to be successful. You start your employment with a bank of Unpaid Personal Time (UPT), in addition to paid vacation and personal time. Your UPT bank is refreshed with an additional 20 hours each quarter (up to a maximum of 80 hours). This conversation is to make sure you know where you stand with your bank of UPT and the date your bank will be refreshed. This is just a friendly reminder: if your UPT balance is depleted past zero and you have no paid personal time available or other approved leave options, as described in the attendance policy, termination of employment will occur. So, please make sure you track your UPT balance and manage your time. If you have questions or need help, just ask!

Communication History

The following is a summary of your unpaid personal time feedback:

Level	Count	Most Recent
Notice	1	May 30, 2018, 12:00:00 AM

Details of Current Incident/Specific Concerns

We value you as a team member and appreciate the effort you give to ensure we are the Earth's most customer centric company! As an owner, we want you to be successful. You start your employment with a bank of Unpaid Personal Time (UPT), in addition to paid vacation and personal time. Your UPT bank is refreshed with an additional 20 hours each quarter (up to a maximum of 80 hours). This conversation is to make sure you know where you stand with your bank of UPT and the date your bank will be refreshed. Your next 20-hour allotment of UPT will be deposited into your UPT bank on: **October 01, 2018**, Current UPT Balance is **4**, As of: **August 01, 2018**

Associate Comments

Associate Signature: Acknowledged by [REDACTED] (BadgeID: [REDACTED])

Date: August 01, 2018, 4:05:53 AM

Manager Signature: Acknowledged by Babatunde,Alex (BadgeID: 11364900)

Date: August 01, 2018, 4:05:53 AM

CONFIDENTIAL**AMZ-BRY002054**

CONFIDENTIAL

Acknowledged by associate on June 04, 2018, 3:26:40 AM - Delivered by Babatunde,Alex (oluwakob)

Supportive Feedback Document Unpaid Personal Time - Notice



Associate Name: [REDACTED] ([REDACTED])
Manager Name: Babatunde,Alex (NL4-1830)
Created On: June 04, 2018, 3:26:40 AM

Summary

We value you as a team member and appreciate the effort you give to ensure we are the Earth's most customer centric company! As an owner, we want you to be successful. You start your employment with a bank of Unpaid Personal Time (UPT), in addition to paid vacation and personal time. Your UPT bank is refreshed with an additional 20 hours each quarter (up to a maximum of 80 hours). This conversation is to make sure you know where you stand with your bank of UPT and the date your bank will be refreshed. This is just a friendly reminder: if your UPT balance is depleted past zero and you have no paid personal time available or other approved leave options, as described in the attendance policy, termination of employment will occur. So, please make sure you track your UPT balance and manage your time. If you have questions or need help, just ask!

Communication History

The following is a summary of your unpaid personal time feedback:

Level	Count	Most Recent
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Details of Current Incident/Specific Concerns

We value you as a team member and appreciate the effort you give to ensure we are the Earth's most customer centric company! As an owner, we want you to be successful. You start your employment with a bank of Unpaid Personal Time (UPT), in addition to paid vacation and personal time. Your UPT bank is refreshed with an additional 20 hours each quarter (up to a maximum of 80 hours). This conversation is to make sure you know where you stand with your bank of UPT and the date your bank will be refreshed. Your next 20-hour allotment of UPT will be deposited into your UPT bank on: **July 01, 2018**, Current UPT Balance is **9**, As of: **May 31, 2018**

Associate Comments

Associate Signature: Acknowledged by [REDACTED] (BadgeID: [REDACTED])

Date: June 04, 2018, 3:26:40 AM

Manager Signature: Acknowledged by Babatunde,Alex (BadgeID: 11364900)

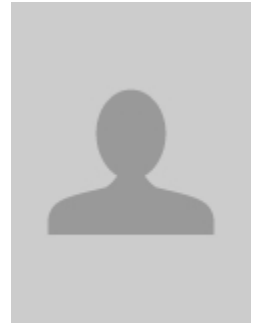
Date: June 04, 2018, 3:26:40 AM

CONFIDENTIAL**AMZ-BRY002055**

CONFIDENTIAL

Acknowledged by associate on April 11, 2021, 9:39:53 PM - Delivered by Hindal,Tiba (tihindal)

Supportive Feedback Document Unpaid Personal Time - Notice

**Associate Name:** [REDACTED]**Manager Name:** Hindal,Tiba (NL4-1845)**Created On:** April 11, 2021, 9:39:53 PM

Summary

We value you as a team member and appreciate the effort you give to ensure we are the Earth's most customer centric company! As an owner, we want you to be successful. You start your employment with a bank of Unpaid Personal Time (UPT), in addition to paid vacation and personal time. Your UPT bank is refreshed with an additional 20 hours each quarter (up to a maximum of 80 hours). This conversation is to make sure you know where you stand with your bank of UPT and the date your bank will be refreshed. This is just a friendly reminder: if your UPT balance is depleted past zero and you have no paid personal time available or other approved leave options, as described in the attendance policy, termination of employment will occur. So, please make sure you track your UPT balance and manage your time. If you have questions or need help, just ask!

Communication History

The following is a summary of your unpaid personal time feedback:

Level	Count	Most Recent
Notice	3	January 13, 2021, 12:00:00 AM

Details of Current Incident/Specific Concerns

We value you as a team member and appreciate the effort you give to ensure we are the Earth's most customer centric company! As an owner, we want you to be successful. You start your employment with a bank of Unpaid Personal Time (UPT), in addition to paid vacation and personal time. Your UPT bank is refreshed with an additional 20 hours each quarter (up to a maximum of 80 hours). This conversation is to make sure you know where you stand with your bank of UPT and the date your bank will be refreshed. Your next 20-hour allotment of UPT will be deposited into your UPT bank on: **July 01, 2021**, Current UPT Balance is **15**, As of: **April 08, 2021**

Associate Comments

Associate Signature: Acknowledged by [REDACTED] (BadgeID: [REDACTED])**Date:** April 11, 2021, 9:39:53 PM**Manager Signature:** Acknowledged by Hindal,Tiba (BadgeID: 14162800)**Date:** April 11, 2021, 9:39:53 PM

CONFIDENTIAL

AMZ-BRY002056

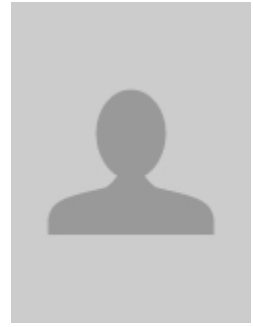
CONFIDENTIAL

Acknowledged by associate on January 17, 2021, 8:44:08 PM - Delivered by Konchalski,Randy Michael (konchals)

Supportive Feedback Document Unpaid Personal Time - Notice



Associate Name: [REDACTED]
Manager Name: Hawkins,De'Von (NL4-1845)
Created On: January 17, 2021, 8:44:08 PM



Summary

We value you as a team member and appreciate the effort you give to ensure we are the Earth's most customer centric company! As an owner, we want you to be successful. You start your employment with a bank of Unpaid Personal Time (UPT), in addition to paid vacation and personal time. Your UPT bank is refreshed with an additional 20 hours each quarter (up to a maximum of 80 hours). This conversation is to make sure you know where you stand with your bank of UPT and the date your bank will be refreshed. This is just a friendly reminder: if your UPT balance is depleted past zero and you have no paid personal time available or other approved leave options, as described in the attendance policy, termination of employment will occur. So, please make sure you track your UPT balance and manage your time. If you have questions or need help, just ask!

Communication History

The following is a summary of your unpaid personal time feedback:

Level	Count	Most Recent
Notice	2	October 16, 2020, 12:00:00 AM

Details of Current Incident/Specific Concerns

We value you as a team member and appreciate the effort you give to ensure we are the Earth's most customer centric company! As an owner, we want you to be successful. You start your employment with a bank of Unpaid Personal Time (UPT), in addition to paid vacation and personal time. Your UPT bank is refreshed with an additional 20 hours each quarter (up to a maximum of 80 hours). This conversation is to make sure you know where you stand with your bank of UPT and the date your bank will be refreshed. Your next 20-hour allotment of UPT will be deposited into your UPT bank on:
April 01, 2021, Current UPT Balance is 15, As of: January 13, 2021

Associate Comments

AA knows current upt balance

Associate Signature: Acknowledged by [REDACTED] (BadgeID: [REDACTED])

Date: January 17, 2021, 8:44:08 PM

Manager Signature: Acknowledged by Konchalski,Randy Michael (BadgeID: 13009146)

Date: January 17, 2021, 8:44:08 PM

CONFIDENTIAL**AMZ-BRY002057**

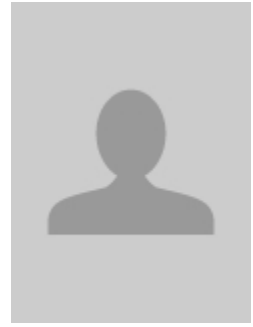
CONFIDENTIAL

Acknowledged by associate on October 19, 2020, 3:20:27 AM - Delivered by Hawkins,De'Von (vonhawk)

Supportive Feedback Document Unpaid Personal Time - Notice



Associate Name: [REDACTED]
Manager Name: Hawkins,De'Von (NL4-1845)
Created On: October 19, 2020, 3:20:27 AM



Summary

We value you as a team member and appreciate the effort you give to ensure we are the Earth's most customer centric company! As an owner, we want you to be successful. You start your employment with a bank of Unpaid Personal Time (UPT), in addition to paid vacation and personal time. Your UPT bank is refreshed with an additional 20 hours each quarter (up to a maximum of 80 hours). This conversation is to make sure you know where you stand with your bank of UPT and the date your bank will be refreshed. This is just a friendly reminder: if your UPT balance is depleted past zero and you have no paid personal time available or other approved leave options, as described in the attendance policy, termination of employment will occur. So, please make sure you track your UPT balance and manage your time. If you have questions or need help, just ask!

Communication History

The following is a summary of your unpaid personal time feedback:

Level	Count	Most Recent
Notice	2	July 27, 2020, 12:00:00 AM

Details of Current Incident/Specific Concerns

We value you as a team member and appreciate the effort you give to ensure we are the Earth's most customer centric company! As an owner, we want you to be successful. You start your employment with a bank of Unpaid Personal Time (UPT), in addition to paid vacation and personal time. Your UPT bank is refreshed with an additional 20 hours each quarter (up to a maximum of 80 hours). This conversation is to make sure you know where you stand with your bank of UPT and the date your bank will be refreshed. Your next 20-hour allotment of UPT will be deposited into your UPT bank on: **January 01, 2021**, Current UPT Balance is **13**, As of: **October 19, 2020**

Associate Comments

Associate Signature: Acknowledged by [REDACTED] (BadgeID: [REDACTED])

Date: October 19, 2020, 3:20:27 AM

Manager Signature: Acknowledged by Hawkins,De'Von (BadgeID: 0170543)

Date: October 19, 2020, 3:20:27 AM

CONFIDENTIAL**AMZ-BRY002058**

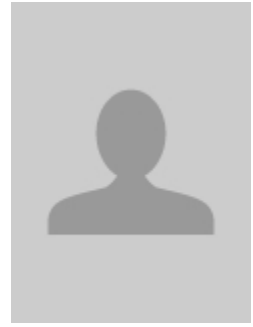
CONFIDENTIAL

Acknowledged by associate on July 28, 2020, 3:03:31 AM - Delivered by Hawkins,De'Von (vonhawk)

Supportive Feedback Document Unpaid Personal Time - Notice



Associate Name: [REDACTED]
Manager Name: Hawkins,De'Von (NL4-1845)
Created On: July 28, 2020, 3:03:31 AM



Summary

We value you as a team member and appreciate the effort you give to ensure we are the Earth's most customer centric company! As an owner, we want you to be successful. You start your employment with a bank of Unpaid Personal Time (UPT), in addition to paid vacation and personal time. Your UPT bank is refreshed with an additional 20 hours each quarter (up to a maximum of 80 hours). This conversation is to make sure you know where you stand with your bank of UPT and the date your bank will be refreshed. This is just a friendly reminder: if your UPT balance is depleted past zero and you have no paid personal time available or other approved leave options, as described in the attendance policy, termination of employment will occur. So, please make sure you track your UPT balance and manage your time. If you have questions or need help, just ask!

Communication History

The following is a summary of your unpaid personal time feedback:

Level	Count	Most Recent
Notice	1	December 21, 2019, 12:00:00 AM

Details of Current Incident/Specific Concerns

We value you as a team member and appreciate the effort you give to ensure we are the Earth's most customer centric company! As an owner, we want you to be successful. You start your employment with a bank of Unpaid Personal Time (UPT), in addition to paid vacation and personal time. Your UPT bank is refreshed with an additional 20 hours each quarter (up to a maximum of 80 hours). This conversation is to make sure you know where you stand with your bank of UPT and the date your bank will be refreshed. Your next 20-hour allotment of UPT will be deposited into your UPT bank on: **October 01, 2020**, Current UPT Balance is **10**, As of: **July 28, 2020**

Associate Comments

Associate Signature: Acknowledged by [REDACTED] (BadgeID: [REDACTED])

Date: July 28, 2020, 3:03:31 AM

Manager Signature: Acknowledged by Hawkins,De'Von (BadgeID: 0170543)

Date: July 28, 2020, 3:03:31 AM

CONFIDENTIAL**AMZ-BRY002059**

CONFIDENTIAL

Acknowledged by associate on December 22, 2019, 8:56:27 PM - Delivered by Hawkins,De'Von (vonhawk)

Supportive Feedback Document Unpaid Personal Time - Notice



Associate Name: [REDACTED] ([REDACTED])
Manager Name: Hawkins,De'Von (NL4-1830)
Created On: December 22, 2019, 8:56:27 PM

Summary

We value you as a team member and appreciate the effort you give to ensure we are the Earth's most customer centric company! As an owner, we want you to be successful. You start your employment with a bank of Unpaid Personal Time (UPT), in addition to paid vacation and personal time. Your UPT bank is refreshed with an additional 20 hours each quarter (up to a maximum of 80 hours). This conversation is to make sure you know where you stand with your bank of UPT and the date your bank will be refreshed. This is just a friendly reminder: if your UPT balance is depleted past zero and you have no paid personal time available or other approved leave options, as described in the attendance policy, termination of employment will occur. So, please make sure you track your UPT balance and manage your time. If you have questions or need help, just ask!

Communication History

The following is a summary of your unpaid personal time feedback:

Level	Count	Most Recent
Notice	3	July 11, 2019, 12:00:00 AM

Details of Current Incident/Specific Concerns

We value you as a team member and appreciate the effort you give to ensure we are the Earth's most customer centric company! As an owner, we want you to be successful. You start your employment with a bank of Unpaid Personal Time (UPT), in addition to paid vacation and personal time. Your UPT bank is refreshed with an additional 20 hours each quarter (up to a maximum of 80 hours). This conversation is to make sure you know where you stand with your bank of UPT and the date your bank will be refreshed. Your next 20-hour allotment of UPT will be deposited into your UPT bank on: **January 01, 2020**, Current UPT Balance is **15**, As of: **December 22, 2019**

Associate Comments

Associate Signature: Acknowledged by [REDACTED] (BadgeID: [REDACTED])

Date: December 22, 2019, 8:56:27 PM

Manager Signature: Acknowledged by Hawkins,De'Von (BadgeID: 0170543)

Date: December 22, 2019, 8:56:27 PM

CONFIDENTIAL**AMZ-BRY002060**

CONFIDENTIAL

Acknowledged by associate on July 17, 2019, 7:59:17 PM - Delivered by Alexander,Ashley (alashley)

Supportive Feedback Document Unpaid Personal Time - Notice



Associate Name: [REDACTED] ([REDACTED])
Manager Name: Dar,Shehzad (NL4-1830)
Created On: July 17, 2019, 7:59:17 PM

Summary

We value you as a team member and appreciate the effort you give to ensure we are the Earth's most customer centric company! As an owner, we want you to be successful. You start your employment with a bank of Unpaid Personal Time (UPT), in addition to paid vacation and personal time. Your UPT bank is refreshed with an additional 20 hours each quarter (up to a maximum of 80 hours). This conversation is to make sure you know where you stand with your bank of UPT and the date your bank will be refreshed. This is just a friendly reminder: if your UPT balance is depleted past zero and you have no paid personal time available or other approved leave options, as described in the attendance policy, termination of employment will occur. So, please make sure you track your UPT balance and manage your time. If you have questions or need help, just ask!

Communication History

The following is a summary of your unpaid personal time feedback:

Level	Count	Most Recent
Notice	4	April 04, 2019, 12:00:00 AM

Details of Current Incident/Specific Concerns

We value you as a team member and appreciate the effort you give to ensure we are the Earth's most customer centric company! As an owner, we want you to be successful. You start your employment with a bank of Unpaid Personal Time (UPT), in addition to paid vacation and personal time. Your UPT bank is refreshed with an additional 20 hours each quarter (up to a maximum of 80 hours). This conversation is to make sure you know where you stand with your bank of UPT and the date your bank will be refreshed. Your next 20-hour allotment of UPT will be deposited into your UPT bank on: **October 01, 2019**, Current UPT Balance is **13**, As of: **July 17, 2019**

Associate Comments

Associate Signature: Acknowledged by [REDACTED] (BadgeID: [REDACTED])

Date: July 17, 2019, 7:59:17 PM

Manager Signature: Acknowledged by Alexander,Ashley (BadgeID: 0216975)

Date: July 17, 2019, 7:59:17 PM

CONFIDENTIAL**AMZ-BRY002061**

CONFIDENTIAL

Acknowledged by associate on April 08, 2019, 2:16:21 AM - Delivered by Dar,Shehzad (dshehzad)

Supportive Feedback Document Unpaid Personal Time - Notice



Associate Name: [REDACTED] ([REDACTED])
Manager Name: Dar,Shehzad (NL4-1830)
Created On: April 08, 2019, 2:16:21 AM

Summary

We value you as a team member and appreciate the effort you give to ensure we are the Earth's most customer centric company! As an owner, we want you to be successful. You start your employment with a bank of Unpaid Personal Time (UPT), in addition to paid vacation and personal time. Your UPT bank is refreshed with an additional 20 hours each quarter (up to a maximum of 80 hours). This conversation is to make sure you know where you stand with your bank of UPT and the date your bank will be refreshed. This is just a friendly reminder: if your UPT balance is depleted past zero and you have no paid personal time available or other approved leave options, as described in the attendance policy, termination of employment will occur. So, please make sure you track your UPT balance and manage your time. If you have questions or need help, just ask!

Communication History

The following is a summary of your unpaid personal time feedback:

Level	Count	Most Recent
Notice	4	January 15, 2019, 12:00:00 AM

Details of Current Incident/Specific Concerns

We value you as a team member and appreciate the effort you give to ensure we are the Earth's most customer centric company! As an owner, we want you to be successful. You start your employment with a bank of Unpaid Personal Time (UPT), in addition to paid vacation and personal time. Your UPT bank is refreshed with an additional 20 hours each quarter (up to a maximum of 80 hours). This conversation is to make sure you know where you stand with your bank of UPT and the date your bank will be refreshed. Your next 20-hour allotment of UPT will be deposited into your UPT bank on: **July 01, 2019**, Current UPT Balance is **13**, As of: **April 08, 2019**

Associate Comments

Associate Signature: Acknowledged by [REDACTED] (BadgeID: [REDACTED])

Date: April 08, 2019, 2:16:21 AM

Manager Signature: Acknowledged by Dar,Shehzad (BadgeID: 12221299)

Date: April 08, 2019, 2:16:21 AM

CONFIDENTIAL**AMZ-BRY002062**

CONFIDENTIAL

Acknowledged by associate on January 20, 2019, 8:10:38 PM - Delivered by Alexander,Ashley (alashley)

Supportive Feedback Document Unpaid Personal Time - Notice



Associate Name: [REDACTED] ([REDACTED])
Manager Name: Alexander,Ashley (NL4-1830)
Created On: January 20, 2019, 8:10:38 PM

Summary

We value you as a team member and appreciate the effort you give to ensure we are the Earth's most customer centric company! As an owner, we want you to be successful. You start your employment with a bank of Unpaid Personal Time (UPT), in addition to paid vacation and personal time. Your UPT bank is refreshed with an additional 20 hours each quarter (up to a maximum of 80 hours). This conversation is to make sure you know where you stand with your bank of UPT and the date your bank will be refreshed. This is just a friendly reminder: if your UPT balance is depleted past zero and you have no paid personal time available or other approved leave options, as described in the attendance policy, termination of employment will occur. So, please make sure you track your UPT balance and manage your time. If you have questions or need help, just ask!

Communication History

The following is a summary of your unpaid personal time feedback:

Level	Count	Most Recent
Notice	3	October 08, 2018, 12:00:00 AM

Details of Current Incident/Specific Concerns

We value you as a team member and appreciate the effort you give to ensure we are the Earth's most customer centric company! As an owner, we want you to be successful. You start your employment with a bank of Unpaid Personal Time (UPT), in addition to paid vacation and personal time. Your UPT bank is refreshed with an additional 20 hours each quarter (up to a maximum of 80 hours). This conversation is to make sure you know where you stand with your bank of UPT and the date your bank will be refreshed. Your next 20-hour allotment of UPT will be deposited into your UPT bank on: **April 01, 2019**, Current UPT Balance is **10**, As of: **January 15, 2019**

Associate Comments

Associate Signature: Acknowledged by [REDACTED] (BadgeID: [REDACTED])

Date: January 20, 2019, 8:10:38 PM

Manager Signature: Acknowledged by Alexander,Ashley (BadgeID: 0216975)

Date: January 20, 2019, 8:10:38 PM

CONFIDENTIAL**AMZ-BRY002063**

CONFIDENTIAL

Acknowledged by associate on October 08, 2018, 1:02:58 AM - Delivered by Alexander,Ashley (alashley)

Supportive Feedback Document Unpaid Personal Time - Notice



Associate Name: [REDACTED] ([REDACTED])
Manager Name: Alexander,Ashley (NL4-1830)
Created On: October 08, 2018, 1:02:58 AM

Summary

We value you as a team member and appreciate the effort you give to ensure we are the Earth's most customer centric company! As an owner, we want you to be successful. You start your employment with a bank of Unpaid Personal Time (UPT), in addition to paid vacation and personal time. Your UPT bank is refreshed with an additional 20 hours each quarter (up to a maximum of 80 hours). This conversation is to make sure you know where you stand with your bank of UPT and the date your bank will be refreshed. This is just a friendly reminder: if your UPT balance is depleted past zero and you have no paid personal time available or other approved leave options, as described in the attendance policy, termination of employment will occur. So, please make sure you track your UPT balance and manage your time. If you have questions or need help, just ask!

Communication History

The following is a summary of your unpaid personal time feedback:

Level	Count	Most Recent
Notice	2	July 30, 2018, 12:00:00 AM

Details of Current Incident/Specific Concerns

We value you as a team member and appreciate the effort you give to ensure we are the Earth's most customer centric company! As an owner, we want you to be successful. You start your employment with a bank of Unpaid Personal Time (UPT), in addition to paid vacation and personal time. Your UPT bank is refreshed with an additional 20 hours each quarter (up to a maximum of 80 hours). This conversation is to make sure you know where you stand with your bank of UPT and the date your bank will be refreshed. Your next 20-hour allotment of UPT will be deposited into your UPT bank on: **January 01, 2019**, Current UPT Balance is **15**, As of: **October 08, 2018**

Associate Comments

Associate Signature: Acknowledged by [REDACTED] (BadgeID: [REDACTED])

Date: October 08, 2018, 1:02:58 AM

Manager Signature: Acknowledged by Alexander,Ashley (BadgeID: 0216975)

Date: October 08, 2018, 1:02:58 AM

CONFIDENTIAL**AMZ-BRY002064**

CONFIDENTIAL

Acknowledged by associate on August 01, 2018, 4:05:53 AM - Delivered by Babatunde,Alex (oluwakob)

Supportive Feedback Document Unpaid Personal Time - Notice



Associate Name: [REDACTED]
Manager Name: Babatunde,Alex (NL4-1830)
Created On: August 01, 2018, 4:05:53 AM

Summary

We value you as a team member and appreciate the effort you give to ensure we are the Earth's most customer centric company! As an owner, we want you to be successful. You start your employment with a bank of Unpaid Personal Time (UPT), in addition to paid vacation and personal time. Your UPT bank is refreshed with an additional 20 hours each quarter (up to a maximum of 80 hours). This conversation is to make sure you know where you stand with your bank of UPT and the date your bank will be refreshed. This is just a friendly reminder: if your UPT balance is depleted past zero and you have no paid personal time available or other approved leave options, as described in the attendance policy, termination of employment will occur. So, please make sure you track your UPT balance and manage your time. If you have questions or need help, just ask!

Communication History

The following is a summary of your unpaid personal time feedback:

Level	Count	Most Recent
Notice	1	May 30, 2018, 12:00:00 AM

Details of Current Incident/Specific Concerns

We value you as a team member and appreciate the effort you give to ensure we are the Earth's most customer centric company! As an owner, we want you to be successful. You start your employment with a bank of Unpaid Personal Time (UPT), in addition to paid vacation and personal time. Your UPT bank is refreshed with an additional 20 hours each quarter (up to a maximum of 80 hours). This conversation is to make sure you know where you stand with your bank of UPT and the date your bank will be refreshed. Your next 20-hour allotment of UPT will be deposited into your UPT bank on: **October 01, 2018**, Current UPT Balance is **4**, As of: **August 01, 2018**

Associate Comments

Associate Signature: Acknowledged by [REDACTED] (BadgeID: [REDACTED])

Date: August 01, 2018, 4:05:53 AM

Manager Signature: Acknowledged by Babatunde,Alex (BadgeID: 11364900)

Date: August 01, 2018, 4:05:53 AM

CONFIDENTIAL**AMZ-BRY002065**

CONFIDENTIAL

Acknowledged by associate on June 04, 2018, 3:26:40 AM - Delivered by Babatunde,Alex (oluwakob)

Supportive Feedback Document Unpaid Personal Time - Notice



Associate Name: [REDACTED] ([REDACTED])
Manager Name: Babatunde,Alex (NL4-1830)
Created On: June 04, 2018, 3:26:40 AM

Summary

We value you as a team member and appreciate the effort you give to ensure we are the Earth's most customer centric company! As an owner, we want you to be successful. You start your employment with a bank of Unpaid Personal Time (UPT), in addition to paid vacation and personal time. Your UPT bank is refreshed with an additional 20 hours each quarter (up to a maximum of 80 hours). This conversation is to make sure you know where you stand with your bank of UPT and the date your bank will be refreshed. This is just a friendly reminder: if your UPT balance is depleted past zero and you have no paid personal time available or other approved leave options, as described in the attendance policy, termination of employment will occur. So, please make sure you track your UPT balance and manage your time. If you have questions or need help, just ask!

Communication History

The following is a summary of your unpaid personal time feedback:

Level	Count	Most Recent
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Details of Current Incident/Specific Concerns

We value you as a team member and appreciate the effort you give to ensure we are the Earth's most customer centric company! As an owner, we want you to be successful. You start your employment with a bank of Unpaid Personal Time (UPT), in addition to paid vacation and personal time. Your UPT bank is refreshed with an additional 20 hours each quarter (up to a maximum of 80 hours). This conversation is to make sure you know where you stand with your bank of UPT and the date your bank will be refreshed. Your next 20-hour allotment of UPT will be deposited into your UPT bank on: **July 01, 2018**, Current UPT Balance is **9**, As of: **May 31, 2018**

Associate Comments

Associate Signature: Acknowledged by [REDACTED] (BadgeID: [REDACTED])

Date: June 04, 2018, 3:26:40 AM

Manager Signature: Acknowledged by Babatunde,Alex (BadgeID: 11364900)

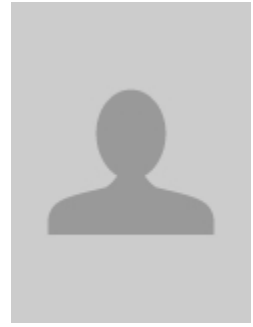
Date: June 04, 2018, 3:26:40 AM

CONFIDENTIAL**AMZ-BRY002066**

CONFIDENTIAL

Acknowledged by associate on April 11, 2021, 9:39:53 PM - Delivered by Hindal,Tiba (tihindal)

Supportive Feedback Document Unpaid Personal Time - Notice

**Associate Name:** [REDACTED]**Manager Name:** Hindal,Tiba (NL4-1845)**Created On:** April 11, 2021, 9:39:53 PM

Summary

We value you as a team member and appreciate the effort you give to ensure we are the Earth's most customer centric company! As an owner, we want you to be successful. You start your employment with a bank of Unpaid Personal Time (UPT), in addition to paid vacation and personal time. Your UPT bank is refreshed with an additional 20 hours each quarter (up to a maximum of 80 hours). This conversation is to make sure you know where you stand with your bank of UPT and the date your bank will be refreshed. This is just a friendly reminder: if your UPT balance is depleted past zero and you have no paid personal time available or other approved leave options, as described in the attendance policy, termination of employment will occur. So, please make sure you track your UPT balance and manage your time. If you have questions or need help, just ask!

Communication History

The following is a summary of your unpaid personal time feedback:

Level	Count	Most Recent
Notice	3	January 13, 2021, 12:00:00 AM

Details of Current Incident/Specific Concerns

We value you as a team member and appreciate the effort you give to ensure we are the Earth's most customer centric company! As an owner, we want you to be successful. You start your employment with a bank of Unpaid Personal Time (UPT), in addition to paid vacation and personal time. Your UPT bank is refreshed with an additional 20 hours each quarter (up to a maximum of 80 hours). This conversation is to make sure you know where you stand with your bank of UPT and the date your bank will be refreshed. Your next 20-hour allotment of UPT will be deposited into your UPT bank on: **July 01, 2021**, Current UPT Balance is **15**, As of: **April 08, 2021**

Associate Comments

Associate Signature: Acknowledged by [REDACTED] (BadgeID: [REDACTED])**Date:** April 11, 2021, 9:39:53 PM**Manager Signature:** Acknowledged by Hindal,Tiba (BadgeID: 14162800)**Date:** April 11, 2021, 9:39:53 PM**CONFIDENTIAL****AMZ-BRY002067**

CONFIDENTIAL

Acknowledged by associate on June 08, 2020, 3:26:01 AM - Delivered by Li,Anthony (linthon)

Supportive Feedback Document Behavioral - Final Written

amazon.com

Associate Name: [REDACTED]
Manager Name: Hawkins,De'Von (NL4-1845)
Created On: June 08, 2020, 3:26:01 AM



Summary

Your recent job performance is not meeting Behavioral expectations. Meeting performance standards is a critical component of your job. This document provides specific details about your performance and how you are not meeting expectations. In addition, this document describes the steps you and your manager will take to assist you in improving your performance. As a part of this conversation we are interested in understanding what barriers you think need to be removed, or what improvements can be made which would potentially assist you in improving your performance.

Communication History

The following is a summary of your behavioral feedback:

Level	Count	Most Recent
Documented Coaching	3	January 19, 2020, 5:48:58 AM
Termination	1	April 25, 2020, 11:38:53 PM
First Written	1	September 08, 2019, 1:50:09 AM
Verbal Coaching	1	June 20, 2019, 1:23:32 AM

Details of Current Incident/Specific Concerns

On 4.19.202 at approximately 12:30 am, per your witness statement during the STU you admitted saying "fucking leave me alone" to area manager Himansu Patel. The following feedback pertains to Amazon's Standards of Conduct as a Category 2 violation of the Standards of Conduct. The policy classifies abusive, vulgar, or harassing language to a supervisor, fellow associate, or vendor as a Category 2 violation of the Standards of Conduct.

Areas of Improvement Required by Associate

The Standards of Conduct strive to establish a collaborative, non-hostile work environment. The acts of inappropriate behavior creates a hostile atmosphere and may offend others. You are expected to be in compliance with the Standards of Conduct policy at all times while working in the Fulfillment Center. Please note that If an associate receives 2 finals or a total of 6 documented counseling write-ups in a rolling 12 months, their employment will end. Continued violation of this policy may result in further corrective action, up to and including termination.

Associate Comments

I acknowledge that I have been informed of my right to appeal this feedback if I meet all eligibility requirements defined by the Appeals Policy, and that I know where to obtain an appeals packet.

Associate Signature: Acknowledged by [REDACTED] (BadgeID: [REDACTED])

Date: June 08, 2020, 3:26:01 AM

Manager Signature: Acknowledged by Li,Anthony (BadgeID: 12431042)

Date: June 08, 2020, 3:26:01 AM

CONFIDENTIAL**AMZ-BRY002068**

CONFIDENTIAL

Acknowledged by associate on April 25, 2020, 11:58:31 PM - Delivered by gorecki,christopher (cgorecki)

Supportive Feedback Document Behavioral - Termination



Associate Name: [REDACTED] ([REDACTED])
Manager Name: Hawkins,De'Von (NL4-1845)
Created On: April 25, 2020, 11:58:31 PM

Summary

Your recent job performance is not meeting Behavioral expectations. Meeting performance standards is a critical component of your job. This document provides specific details about your performance and how you are not meeting expectations.

Communication History

The following is a summary of your behavioral feedback:

Level	Count	Most Recent
Documented Coaching	4	January 19, 2020, 5:48:58 AM
Verbal Coaching	2	June 20, 2019, 1:23:32 AM
First Written	1	September 08, 2019, 1:50:09 AM

Details of Current Incident/Specific Concerns

On the shift of 4/18/2020 at or around 0:45 (4/19/2020), you were overheard calling your manager an "asshole" when your manager instructed you to move down to a station on a different wall. Additionally, you were overheard stating, "No, I'm not going to move." During STU, you admitted that you told your manager, "leave me the fuck alone" and "get the fuck out of my face" when your manager told you to move to a different wall. You further admitted in your statement, "I walked off and told the PA I was leaving." These behaviors are violations of Amazon's Standards of Conduct policy. "Insubordination or intentional disregard of instructions " is considered a Category 1 violation of the Standards of Conduct.

Areas of Improvement Required by Associate

In order for Amazon to meet our high customer service standards and in accordance with Amazon.com's Standards of Conduct, it is important that you are willing to act as a team player and follow the instruction of your leadership team. In the event that you are unable to do so, it is equally important that you communicate this to your leadership team in a professional and respectful manner. As detailed above, you have failed to meet this expectation. At this time, based on your violation of Amazon's Policy your employment will end effective immediately.

Associate Comments

I acknowledge that I have been informed of my right to appeal this feedback if I meet all eligibility requirements defined by the Appeals Policy, and that I know where to obtain an appeals packet.

Associate Signature: Acknowledged by [REDACTED] (BadgeID: [REDACTED])

Date: April 25, 2020, 11:58:31 PM

Manager Signature: Acknowledged by gorecki,christopher (BadgeID: 11631047)

Date: April 25, 2020, 11:58:31 PM

CONFIDENTIAL**AMZ-BRY002069**

CONFIDENTIAL

Acknowledged by associate on February 02, 2020, 7:54:51 PM - Delivered by Hawkins,De'Von (vonhawk)

Supportive Feedback Document Behavioral - Documented Coaching



Associate Name: [REDACTED] ([REDACTED])
Manager Name: Hawkins,De'Von (NL4-1830)
Created On: February 02, 2020, 7:54:51 PM

Summary

Your recent job performance is not meeting Behavioral expectations. Meeting performance standards is a critical component of your job. This document provides specific details about your performance and how you are not meeting expectations. In addition, this document describes the steps you and your manager will take to assist you in improving your performance. As a part of this conversation we are interested in understanding what barriers you think need to be removed, or what improvements can be made which would potentially assist you in improving your performance.

Communication History

The following is a summary of your behavioral feedback:

Level	Count	Most Recent
Verbal Coaching	3	June 20, 2019, 1:23:32 AM
First Written	1	September 08, 2019, 1:50:09 AM
Documented Coaching	6	December 09, 2019, 5:11:31 AM

Details of Current Incident/Specific Concerns

On 1/18/20, you were observed violating policy by being on Facebook while working in OBPB. Amazon's Computer Use Guidelines state "general computer system access has been provided for work-related purposes. While it is understood that associates may occasionally use their Amazon.com computer account for personal use, such personal use should be limited to non-working hours and should not interfere with an associate's job duties or productivity; and as always, such use should not be undertaken with the expectation of privacy."

Areas of Improvement Required by Associate

You are expected to be in compliance with the Computer Use guidelines at all times while working in the Fulfillment Center. It is important for you to understand that meeting these standards are a critical component of your job. Immediate improvement is expected. Please note that If an associate receives 2 finals or a total of 6 documented counseling write-ups in a rolling 12 months, their employment will end. Continued violation of this policy may result in further corrective action, up to and including termination.

Associate Comments

Associate Signature: Acknowledged by [REDACTED] (BadgeID: [REDACTED])

Date: February 02, 2020, 7:54:51 PM

Manager Signature: Acknowledged by Hawkins,De'Von (BadgeID: 0170543)

Date: February 02, 2020, 7:54:51 PM

CONFIDENTIAL**AMZ-BRY002070**

CONFIDENTIAL

Acknowledged by associate on December 22, 2019, 8:55:54 PM - Delivered by Hawkins,De'Von (vonhawk)

Supportive Feedback Document Behavioral - Documented Coaching



Associate Name: [REDACTED] ([REDACTED])
Manager Name: Hawkins,De'Von (NL4-1830)
Created On: December 22, 2019, 8:55:54 PM

Summary

Your recent job performance is not meeting Behavioral expectations. Meeting performance standards is a critical component of your job. This document provides specific details about your performance and how you are not meeting expectations. In addition, this document describes the steps you and your manager will take to assist you in improving your performance. As a part of this conversation we are interested in understanding what barriers you think need to be removed, or what improvements can be made which would potentially assist you in improving your performance.

Communication History

The following is a summary of your behavioral feedback:

Level	Count	Most Recent
First Written	1	September 08, 2019, 1:50:09 AM
Documented Coaching	5	June 10, 2019, 1:57:16 AM
Verbal Coaching	3	June 20, 2019, 1:23:32 AM

Details of Current Incident/Specific Concerns

The following feedback pertains to Amazon's US FC Extra Time policy. During the week of December 1, 2019, you worked over 60 hours. At Amazon.com we are committed to providing a workplace where all associate's well-being are of the utmost importance. NACF Human Resources has put scheduling guidelines in place to help us manage this commitment. Associates will not be asked to nor may they voluntarily work more than 60 hours per workweek, more than 12 hours per day, or more than six consecutive days in a row, regardless of shift.

Areas of Improvement Required by Associate

For hourly associates you must manage your time accordingly to abide with this policy. Failure to do so will result in follow-up from your manager. Immediate improvement is required. If you have any questions about what constitutes appropriate behavior, please reach out to your manager or Human Resources. Please note that If an associate receives 2 finals or a total of 6 documented counseling write-ups in a rolling 12 months, their employment will end. Further violations may result in corrective action, up to and including termination.

Associate Comments

Associate Signature: Acknowledged by [REDACTED] (BadgeID: [REDACTED])

Date: December 22, 2019, 8:55:54 PM

Manager Signature: Acknowledged by Hawkins,De'Von (BadgeID: 0170543)

Date: December 22, 2019, 8:55:54 PM

CONFIDENTIAL**AMZ-BRY002071**

CONFIDENTIAL

Acknowledged by associate on September 08, 2019, 1:53:24 AM - Delivered by Outeiral,Kelly janice (outkelly)

Supportive Feedback Document Behavioral - First Written



Associate Name: [REDACTED] ([REDACTED])
Manager Name: Dar,Shehzad (NL4-1830)
Created On: September 08, 2019, 1:53:24 AM

Summary

Your recent job performance is not meeting Behavioral expectations. Meeting performance standards is a critical component of your job. This document provides specific details about your performance and how you are not meeting expectations. In addition, this document describes the steps you and your manager will take to assist you in improving your performance. As a part of this conversation we are interested in understanding what barriers you think need to be removed, or what improvements can be made which would potentially assist you in improving your performance.

Communication History

The following is a summary of your behavioral feedback:

Level	Count	Most Recent
Documented Coaching	5	June 10, 2019, 1:57:16 AM
Verbal Coaching	3	June 20, 2019, 1:23:32 AM

Details of Current Incident/Specific Concerns

The following feedback pertains to Amazon's Standards of Conduct as a Category 2 violation of the Standards of Conduct. The policy classifies abusive, vulgar, or harassing language to a supervisor, fellow associate, or vendor as a Category 2 violation of the Standards of Conduct. on 9/9/19 you were seen around 1AM having a conversation with PA Himansu where you were upset that you were being moved to rebin, reason why you did not want to move to that station path was because of how it will effect your rate. After speaking with Sr HRA Kelly and HRA Tanya you admitted to cursing to your PA saying "are you gonna keep f*cking watching me i dont need a babysitter".

Areas of Improvement Required by Associate

The Standards of Conduct strive to establish a collaborative, non-hostile work environment. The acts of inappropriate behavior creates a hostile atmosphere and may offend others. You are expected to be in compliance with the Standards of Conduct policy at all times while working in the Fulfillment Center. Continued violation of this policy may result in further corrective action, up to and including termination.

Associate Comments

Associate Signature: Acknowledged by [REDACTED] (BadgeID: [REDACTED])

Date: September 08, 2019, 1:53:24 AM

Manager Signature: Acknowledged by Outeiral,Kelly janice (BadgeID: 12307653)

Date: September 08, 2019, 1:53:24 AM

CONFIDENTIAL**AMZ-BRY002072**

CONFIDENTIAL

Acknowledged by associate on June 10, 2019, 2:24:50 AM - Delivered by Alexander,Ashley (alashley)

Supportive Feedback Document Behavioral - Documented Coaching



Associate Name: [REDACTED] ([REDACTED])
Manager Name: Dar,Shehzad (NL4-1830)
Created On: June 10, 2019, 2:24:50 AM

Summary

Your recent job performance is not meeting Behavioral expectations. Meeting performance standards is a critical component of your job. This document provides specific details about your performance and how you are not meeting expectations. In addition, this document describes the steps you and your manager will take to assist you in improving your performance. As a part of this conversation we are interested in understanding what barriers you think need to be removed, or what improvements can be made which would potentially assist you in improving your performance.

Communication History

The following is a summary of your behavioral feedback:

Level	Count	Most Recent
Verbal Coaching	2	May 21, 2019, 5:36:17 AM
Documented Coaching	4	May 08, 2019, 3:23:08 AM

Details of Current Incident/Specific Concerns

On shift starting 6/10/19 you were observed getting to your station late after lunch standup. Your time details show you stopped working at 2345 for lunch but did not punch out until 2351. This resulted in your not punching back in until 0021. Punching out for lunch late caused you to miss standup and be late back to your station after lunch. During a seek to understand you stated you went downstairs to get your lunch and then clocked out. Amazon is committed to your success because you are the ones delivering on our promise to the customer. We provide clear communication regarding schedules, advance notice for extra time and payment for hours worked according to your timecard records after the pay period closes. We also provide several paid and unpaid time off options when you are unable to work your scheduled shifts. This Attendance Policy describes expected behaviors and outlines all options you have to take time off

Areas of Improvement Required by Associate

You are expected to work your full shift as scheduled and use the timeclock to track your time. When you are unable to work any portion of your shift, you must provide advance notification. You may use available paid and unpaid time to cover missed time, but may not exceed allowed balances. Irregular attendance patterns or concerns, such as repeatedly reporting late or leaving early, including within the grace periods, will be addressed through performance management using coaching and corrective action. You can verify the accuracy of your timecard at www.hub.amazon.work on any computer, tablet or smartphone.

Associate Comments

Associate Signature: Acknowledged by [REDACTED] (BadgeID: [REDACTED])

Date: June 10, 2019, 2:24:50 AM

Manager Signature: Acknowledged by Alexander,Ashley (BadgeID: 0216975)

Date: June 10, 2019, 2:24:50 AM

CONFIDENTIAL**AMZ-BRY002073**

CONFIDENTIAL

Acknowledged by associate on May 08, 2019, 3:35:21 AM - Delivered by Dar,Shehzad (dshehzad)

Supportive Feedback Document Behavioral - Documented Coaching



Associate Name: [REDACTED] ([REDACTED])
Manager Name: Dar,Shehzad (NL4-1830)
Created On: May 08, 2019, 3:35:21 AM

Summary

Your recent job performance is not meeting Behavioral expectations. Meeting performance standards is a critical component of your job. This document provides specific details about your performance and how you are not meeting expectations. In addition, this document describes the steps you and your manager will take to assist you in improving your performance. As a part of this conversation we are interested in understanding what barriers you think need to be removed, or what improvements can be made which would potentially assist you in improving your performance.

Communication History

The following is a summary of your behavioral feedback:

Level	Count	Most Recent
Documented Coaching	3	April 22, 2019, 8:10:26 PM
Verbal Coaching	1	January 22, 2019, 2:57:11 AM

Details of Current Incident/Specific Concerns

On your shift starting 05/07/19 you were observed getting to your station late 11 minutes after you clocked in at start of shift. During a seek to understand you stated that you clocked in on time and thought you came to a station on time but first scan was at 18:41. Amazon is committed to your success because you are the ones delivering on our promise to the customer. We provide clear communication regarding schedules, advance notice for extra time and payment for hours worked according to your timecard records after the pay period closes. We also provide several paid and unpaid time off options when you are unable to work your scheduled shifts. This Attendance Policy describes expected behaviors and outlines all options you have to take time off. You are expected to work your full shift as scheduled and use the timeclock to track your time. When you are unable to work any portion of your shift, you must provide advance notification. You may use available paid and unpaid time to cover missed time, but may not exceed allowed balances. Irregular attendance patterns or concerns, such as repeatedly reporting late or leaving early, including within the grace periods, will be addressed through performance management using coaching and corrective action. You can verify the accuracy of your timecard at www.hub.amazon.work on any computer, tablet or smartphone.

Areas of Improvement Required by Associate

According to the NACF Attendance Policy we provide a 5 minute grace period to account for onsite situations which may affect your ability to punch in and/or out at the start and/or end of shift. This grace period is for the purposes of onsite situations only and does not allow for a late arrival to your work station at the start of shift, nor does it allow for an early departure from your work station at the end of shift. This grace period does not affect pay; however it indicates when missed time must be covered by one of your time off options. In punches and out punches which occur within 5 minutes of the start and end time will be rounded to the scheduled shift start or end time (e.g. a time punch that occurs 5 minutes prior to or after the start of the shift will be rounded to the scheduled start time). All other time punches will be coded to the minute. You are expected to report to your work station on time when returning from paid breaks and meal periods. Amazon does provide a 3 minute grace period for returning from your meal period only, which allows you time to return to your assigned work station after your meal period has completed. You are expected to be in compliance with the Attendance policy at all times while working in the Fulfillment Center. Please note that If an associate receives 2 finals or a total of 6 documented counseling write-ups in a rolling 12 months, their employment will end. Continued violation of this policy may result in further corrective action, up to and including termination.

Associate Comments

Associate Signature: Acknowledged by [REDACTED] (BadgeID: [REDACTED])

Date: May 08, 2019, 3:35:21 AM

Manager Signature: Acknowledged by Dar,Shehzad (BadgeID: 12221299)

Date: May 08, 2019, 3:35:21 AM

CONFIDENTIAL**AMZ-BRY002074**

CONFIDENTIAL

Acknowledged by associate on April 22, 2019, 8:47:43 PM - Delivered by Dar,Shehzad (dshehzad)

Supportive Feedback Document Behavioral - Documented Coaching



Associate Name: [REDACTED] ([REDACTED])
Manager Name: Dar,Shehzad (NL4-1830)
Created On: April 22, 2019, 8:47:43 PM

Summary

Your recent job performance is not meeting Behavioral expectations. Meeting performance standards is a critical component of your job. This document provides specific details about your performance and how you are not meeting expectations. In addition, this document describes the steps you and your manager will take to assist you in improving your performance. As a part of this conversation we are interested in understanding what barriers you think need to be removed, or what improvements can be made which would potentially assist you in improving your performance.

Communication History

The following is a summary of your behavioral feedback:

Level	Count	Most Recent
Verbal Coaching	1	January 22, 2019, 2:57:11 AM
Documented Coaching	2	March 19, 2019, 8:50:10 PM

Details of Current Incident/Specific Concerns

On 4/22/19 you were observed getting to your station late 11 min after SOS, and were not present at standup. During a seek to understand you stated that you were waiting to get staffed because "someone was at your station"; Amazon is committed to your success because you are the ones delivering on our promise to the customer. We provide clear communication regarding schedules, advance notice for extra time and payment for hours worked according to your timecard records after the pay period closes. We also provide several paid and unpaid time off options when you are unable to work your scheduled shifts. This Attendance Policy describes expected behaviors and outlines all options you have to take time off. You are expected to work your full shift as scheduled and use the timeclock to track your time. When you are unable to work any portion of your shift, you must provide advance notification. You may use available paid and unpaid time to cover missed time, but may not exceed allowed balances. Irregular attendance patterns or concerns, such as repeatedly reporting late or leaving early, including within the grace periods, will be addressed through performance management using coaching and corrective action. You can verify the accuracy of your timecard at www.hub.amazon.work on any computer, tablet or smartphone.

Areas of Improvement Required by Associate

According to the NACF Attendance Policy we provide a 5 minute grace period to account for onsite situations which may affect your ability to punch in and/or out at the start and/or end of shift. This grace period is for the purposes of onsite situations only and does not allow for a late arrival to your work station at the start of shift, nor does it allow for an early departure from your work station at the end of shift. This grace period does not affect pay; however it indicates when missed time must be covered by one of your time off options. In punches and out punches which occur within 5 minutes of the start and end time will be rounded to the scheduled shift start or end time (e.g. a time punch that occurs 5 minutes prior to or after the start of the shift will be rounded to the scheduled start time). All other time punches will be coded to the minute. You are expected to report to your work station on time when returning from paid breaks and meal periods. Amazon does provide a 3 minute grace period for returning from your meal period only, which allows you time to return to your assigned work station after your meal period has completed. You are expected to be in compliance with the Attendance policy at all times while working in the Fulfillment Center. Please note that If an associate receives 2 finals or a total of 6 documented counseling write-ups in a rolling 12 months, their employment will end. Continued violation of this policy may result in further corrective action, up to and including termination.

Associate Comments

Associate Signature: Acknowledged by [REDACTED] (BadgeID: [REDACTED])

Date: April 22, 2019, 8:47:43 PM

Manager Signature: Acknowledged by Dar,Shehzad (BadgeID: 12221299)

Date: April 22, 2019, 8:47:43 PM

CONFIDENTIAL**AMZ-BRY002075**

CONFIDENTIAL

Refused to sign by associate on March 20, 2019, 2:59:18 AM - Delivered by Dar,Shehzad (dshehzad)

Supportive Feedback Document Behavioral - Documented Coaching



Associate Name: [REDACTED] ([REDACTED])
Manager Name: Dar,Shehzad (NL4-1830)
Created On: March 20, 2019, 2:59:18 AM

Summary

Your recent job performance is not meeting Behavioral expectations. Meeting performance standards is a critical component of your job. This document provides specific details about your performance and how you are not meeting expectations. In addition, this document describes the steps you and your manager will take to assist you in improving your performance. As a part of this conversation we are interested in understanding what barriers you think need to be removed, or what improvements can be made which would potentially assist you in improving your performance.

Communication History

The following is a summary of your behavioral feedback:

Level	Count	Most Recent
Verbal Coaching	1	January 22, 2019, 2:57:11 AM
Documented Coaching	1	January 28, 2019, 2:41:03 AM

Details of Current Incident/Specific Concerns

On 03/19/19 you were observed getting to your station late 11 minutes after standup. During a seek to understand you stated that you clocked in at 18:35 and you did not have work. Amazon is committed to your success because you are the ones delivering on our promise to the customer. We provide clear communication regarding schedules, advance notice for extra time and payment for hours worked according to your timecard records after the pay period closes. We also provide several paid and unpaid time off options when you are unable to work your scheduled shifts. This Attendance Policy describes expected behaviors and outlines all options you have to take time off. You are expected to work your full shift as scheduled and use the timeclock to track your time. When you are unable to work any portion of your shift, you must provide advance notification. You may use available paid and unpaid time to cover missed time, but may not exceed allowed balances. Irregular attendance patterns or concerns, such as repeatedly reporting late or leaving early, including within the grace periods, will be addressed through performance management using coaching and corrective action. You can verify the accuracy of your timecard at www.hub.amazon.work on any computer, tablet or smartphone.

Areas of Improvement Required by Associate

According to the NACF Attendance Policy we provide a 5 minute grace period to account for onsite situations which may affect your ability to punch in and/or out at the start and/or end of shift. This grace period is for the purposes of onsite situations only and does not allow for a late arrival to your work station at the start of shift, nor does it allow for an early departure from your work station at the end of shift. This grace period does not affect pay; however it indicates when missed time must be covered by one of your time off options. In punches and out punches which occur within 5 minutes of the start and end time will be rounded to the scheduled shift start or end time (e.g. a time punch that occurs 5 minutes prior to or after the start of the shift will be rounded to the scheduled start time). All other time punches will be coded to the minute. You are expected to report to your work station on time when returning from paid breaks and meal periods. Amazon does provide a 3 minute grace period for returning from your meal period only, which allows you time to return to your assigned work station after your meal period has completed. You are expected to be in compliance with the Attendance policy at all times while working in the Fulfillment Center. Please note that If an associate receives 2 finals or a total of 6 documented counseling write-ups in a rolling 12 months, their employment will end. Continued violation of this policy may result in further corrective action, up to and including termination.

Associate Comments

Associate Signature: [REDACTED] REFUSED TO SIGN

Date: March 20, 2019, 2:59:18 AM

Manager Signature: Acknowledged by Dar,Shehzad (BadgeID: 12221299)

Date: March 20, 2019, 2:59:18 AM

CONFIDENTIAL**AMZ-BRY002076**

CONFIDENTIAL

Refused to sign by associate on January 28, 2019, 2:58:34 AM - Delivered by Alexander,Ashley (alashley)

Supportive Feedback Document Behavioral - Documented Coaching



Associate Name: [REDACTED] ([REDACTED])
Manager Name: Alexander,Ashley (NL4-1830)
Created On: January 28, 2019, 2:58:34 AM

Summary

Your recent job performance is not meeting Behavioral expectations. Meeting performance standards is a critical component of your job. This document provides specific details about your performance and how you are not meeting expectations. In addition, this document describes the steps you and your manager will take to assist you in improving your performance. As a part of this conversation we are interested in understanding what barriers you think need to be removed, or what improvements can be made which would potentially assist you in improving your performance.

Communication History

The following is a summary of your behavioral feedback:

Level	Count	Most Recent
Verbal Coaching	1	January 22, 2019, 2:57:11 AM

Details of Current Incident/Specific Concerns

On 1/27/2019 you were observed getting to your station late 17 min after SOS. During a seek to understand you stated that you did not have a good reason for this. Amazon is committed to your success because you are the ones delivering on our promise to the customer. We provide clear communication regarding schedules, advance notice for extra time and payment for hours worked according to your timecard records after the pay period closes. We also provide several paid and unpaid time off options when you are unable to work your scheduled shifts. This Attendance Policy describes expected behaviors and outlines all options you have to take time off. You are expected to work your full shift as scheduled and use the timeclock to track your time. When you are unable to work any portion of your shift, you must provide advance notification. You may use available paid and unpaid time to cover missed time, but may not exceed allowed balances. Irregular attendance patterns or concerns, such as repeatedly reporting late or leaving early, including within the grace periods, will be addressed through performance management using coaching and corrective action. You can verify the accuracy of your timecard at www.hub.amazon.work on any computer, tablet or smartphone.

Areas of Improvement Required by Associate

According to the NACF Attendance Policy we provide a 5 minute grace period to account for onsite situations which may affect your ability to punch in and/or out at the start and/or end of shift. This grace period is for the purposes of onsite situations only and does not allow for a late arrival to your work station at the start of shift, nor does it allow for an early departure from your work station at the end of shift. This grace period does not affect pay; however it indicates when missed time must be covered by one of your time off options. In punches and out punches which occur within 5 minutes of the start and end time will be rounded to the scheduled shift start or end time (e.g. a time punch that occurs 5 minutes prior to or after the start of the shift will be rounded to the scheduled start time). All other time punches will be coded to the minute. You are expected to report to your work station on time when returning from paid breaks and meal periods. Amazon does provide a 3 minute grace period for returning from your meal period only, which allows you time to return to your assigned work station after your meal period has completed. You are expected to be in compliance with the Attendance policy at all times while working in the Fulfillment Center. Please note that If an associate receives 2 finals or a total of 6 documented counseling write-ups in a rolling 12 months, their employment will end. Continued violation of this policy may result in further corrective action, up to and including termination.

Associate Comments

Associate Signature: [REDACTED] REFUSED TO SIGN

Date: January 28, 2019, 2:58:34 AM

Manager Signature: Acknowledged by Alexander,Ashley (BadgeID: 0216975)

Date: January 28, 2019, 2:58:34 AM

CONFIDENTIAL**AMZ-BRY002077**

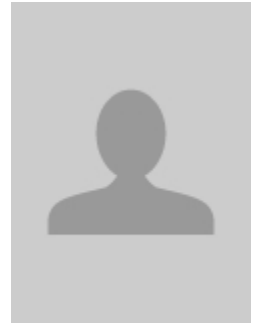
CONFIDENTIAL

Acknowledged by associate on December 23, 2020, 3:14:10 AM - Delivered by Must,Peet (peetmust)

Supportive Feedback Document Behavioral - Documented Coaching



Associate Name: [REDACTED]
Manager Name: Hawkins,De'Von (NL4-1845)
Created On: December 23, 2020, 3:14:10 AM



Summary

Your recent job performance is not meeting Behavioral expectations. Meeting performance standards is a critical component of your job. This document provides specific details about your performance and how you are not meeting expectations. In addition, this document describes the steps you and your manager will take to assist you in improving your performance. As a part of this conversation we are interested in understanding what barriers you think need to be removed, or what improvements can be made which would potentially assist you in improving your performance.

Communication History

The following is a summary of your behavioral feedback:

Level	Count	Most Recent
Final Written	1	June 07, 2020, 7:15:15 PM
Termination	1	April 25, 2020, 11:38:53 PM
Documented Coaching	1	January 19, 2020, 5:48:58 AM

Details of Current Incident/Specific Concerns

The following feedback pertains to Amazon's Standards of Conduct. On 12/23/20 you were observed sitting on the smartpac seal checker station desk without your mask on talking to the seal checker less than 6 feet away. During the seek to understand, you stated that you knew you were not supposed to sit on stations and that you have asthma which makes it hard to wear your mask over your mouth and nose. The policy classifies unauthorized use, misuse, or abuse of equipment, products, material, or property belonging to other associates, belonging to the company, or in the company's custody as a Category 2 violation of the Standards of Conduct.

Areas of Improvement Required by Associate

As detailed above, you have failed to meet Amazon's Standards of Conduct and behavioral expectations. Amazon expects associates to adhere to the proper use of equipment, products, material, or property belonging to other associates, belonging to the company, or in the company's custody. Failure to adhere to Amazons Standard of Conduct guidelines includes, but is not limited to, any unauthorized use, misuse, or abuse of equipment, products, material, or property belonging to other associates, belonging to the company, or in the company's custody. Please note that If an associate receives 2 finals or a total of 6 documented counseling write-ups in a rolling 12 months, their employment will end. Continued violation of this policy may result in further corrective action, up to and including termination.

Associate Comments

AA understands amazon policy.

Associate Signature: Acknowledged by [REDACTED] (BadgelD: [REDACTED])

Date: December 23, 2020, 3:14:10 AM

Manager Signature: Acknowledged by Must,Peet (BadgelD: 12390020)

Date: December 23, 2020, 3:14:10 AM

CONFIDENTIAL

AMZ-BRY002078

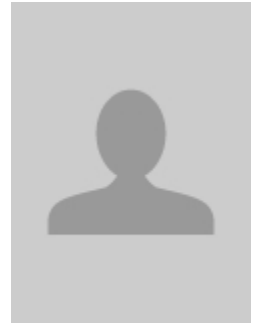
CONFIDENTIAL

Acknowledged by associate on June 08, 2020, 3:26:01 AM - Delivered by Li,Anthony (lintho)

Supportive Feedback Document Behavioral - Final Written

amazon.com

Associate Name: [REDACTED]
Manager Name: Hawkins,De'Von (NL4-1845)
Created On: June 08, 2020, 3:26:01 AM



Summary

Your recent job performance is not meeting Behavioral expectations. Meeting performance standards is a critical component of your job. This document provides specific details about your performance and how you are not meeting expectations. In addition, this document describes the steps you and your manager will take to assist you in improving your performance. As a part of this conversation we are interested in understanding what barriers you think need to be removed, or what improvements can be made which would potentially assist you in improving your performance.

Communication History

The following is a summary of your behavioral feedback:

Level	Count	Most Recent
Documented Coaching	3	January 19, 2020, 5:48:58 AM
Termination	1	April 25, 2020, 11:38:53 PM
First Written	1	September 08, 2019, 1:50:09 AM
Verbal Coaching	1	June 20, 2019, 1:23:32 AM

Details of Current Incident/Specific Concerns

On 4.19.202 at approximately 12:30 am, per your witness statement during the STU you admitted saying "fucking leave me alone" to area manager Himansu Patel. The following feedback pertains to Amazon's Standards of Conduct as a Category 2 violation of the Standards of Conduct. The policy classifies abusive, vulgar, or harassing language to a supervisor, fellow associate, or vendor as a Category 2 violation of the Standards of Conduct.

Areas of Improvement Required by Associate

The Standards of Conduct strive to establish a collaborative, non-hostile work environment. The acts of inappropriate behavior creates a hostile atmosphere and may offend others. You are expected to be in compliance with the Standards of Conduct policy at all times while working in the Fulfillment Center. Please note that If an associate receives 2 finals or a total of 6 documented counseling write-ups in a rolling 12 months, their employment will end. Continued violation of this policy may result in further corrective action, up to and including termination.

Associate Comments

I acknowledge that I have been informed of my right to appeal this feedback if I meet all eligibility requirements defined by the Appeals Policy, and that I know where to obtain an appeals packet.

Associate Signature: Acknowledged by [REDACTED] (BadgeID: [REDACTED])

Date: June 08, 2020, 3:26:01 AM

Manager Signature: Acknowledged by Li,Anthony (BadgeID: 12431042)

Date: June 08, 2020, 3:26:01 AM

CONFIDENTIAL**AMZ-BRY002079**

CONFIDENTIAL

Acknowledged by associate on April 25, 2020, 11:58:31 PM - Delivered by gorecki,christopher (cgorecki)

Supportive Feedback Document Behavioral - Termination



Associate Name: [REDACTED] ([REDACTED])
Manager Name: Hawkins,De'Von (NL4-1845)
Created On: April 25, 2020, 11:58:31 PM

Summary

Your recent job performance is not meeting Behavioral expectations. Meeting performance standards is a critical component of your job. This document provides specific details about your performance and how you are not meeting expectations.

Communication History

The following is a summary of your behavioral feedback:

Level	Count	Most Recent
Documented Coaching	4	January 19, 2020, 5:48:58 AM
Verbal Coaching	2	June 20, 2019, 1:23:32 AM
First Written	1	September 08, 2019, 1:50:09 AM

Details of Current Incident/Specific Concerns

On the shift of 4/18/2020 at or around 0:45 (4/19/2020), you were overheard calling your manager an "asshole" when your manager instructed you to move down to a station on a different wall. Additionally, you were overheard stating, "No, I'm not going to move." During STU, you admitted that you told your manager, "leave me the fuck alone" and "get the fuck out of my face" when your manager told you to move to a different wall. You further admitted in your statement, "I walked off and told the PA I was leaving." These behaviors are violations of Amazon's Standards of Conduct policy. "Insubordination or intentional disregard of instructions " is considered a Category 1 violation of the Standards of Conduct.

Areas of Improvement Required by Associate

In order for Amazon to meet our high customer service standards and in accordance with Amazon.com's Standards of Conduct, it is important that you are willing to act as a team player and follow the instruction of your leadership team. In the event that you are unable to do so, it is equally important that you communicate this to your leadership team in a professional and respectful manner. As detailed above, you have failed to meet this expectation. At this time, based on your violation of Amazon's Policy your employment will end effective immediately.

Associate Comments

I acknowledge that I have been informed of my right to appeal this feedback if I meet all eligibility requirements defined by the Appeals Policy, and that I know where to obtain an appeals packet.

Associate Signature: Acknowledged by [REDACTED] (BadgeID: [REDACTED])

Date: April 25, 2020, 11:58:31 PM

Manager Signature: Acknowledged by gorecki,christopher (BadgeID: 11631047)

Date: April 25, 2020, 11:58:31 PM

CONFIDENTIAL**AMZ-BRY002080**

CONFIDENTIAL

Acknowledged by associate on February 02, 2020, 7:54:51 PM - Delivered by Hawkins,De'Von (vonhawk)

Supportive Feedback Document Behavioral - Documented Coaching



Associate Name: [REDACTED] ([REDACTED])
Manager Name: Hawkins,De'Von (NL4-1830)
Created On: February 02, 2020, 7:54:51 PM

Summary

Your recent job performance is not meeting Behavioral expectations. Meeting performance standards is a critical component of your job. This document provides specific details about your performance and how you are not meeting expectations. In addition, this document describes the steps you and your manager will take to assist you in improving your performance. As a part of this conversation we are interested in understanding what barriers you think need to be removed, or what improvements can be made which would potentially assist you in improving your performance.

Communication History

The following is a summary of your behavioral feedback:

Level	Count	Most Recent
Verbal Coaching	3	June 20, 2019, 1:23:32 AM
First Written	1	September 08, 2019, 1:50:09 AM
Documented Coaching	6	December 09, 2019, 5:11:31 AM

Details of Current Incident/Specific Concerns

On 1/18/20, you were observed violating policy by being on Facebook while working in OBPB. Amazon's Computer Use Guidelines state "general computer system access has been provided for work-related purposes. While it is understood that associates may occasionally use their Amazon.com computer account for personal use, such personal use should be limited to non-working hours and should not interfere with an associate's job duties or productivity; and as always, such use should not be undertaken with the expectation of privacy."

Areas of Improvement Required by Associate

You are expected to be in compliance with the Computer Use guidelines at all times while working in the Fulfillment Center. It is important for you to understand that meeting these standards are a critical component of your job. Immediate improvement is expected. Please note that If an associate receives 2 finals or a total of 6 documented counseling write-ups in a rolling 12 months, their employment will end. Continued violation of this policy may result in further corrective action, up to and including termination.

Associate Comments

Associate Signature: Acknowledged by [REDACTED] (BadgeID: [REDACTED])

Date: February 02, 2020, 7:54:51 PM

Manager Signature: Acknowledged by Hawkins,De'Von (BadgeID: 0170543)

Date: February 02, 2020, 7:54:51 PM

CONFIDENTIAL**AMZ-BRY002081**

CONFIDENTIAL

Acknowledged by associate on December 22, 2019, 8:55:54 PM - Delivered by Hawkins,De'Von (vonhawk)

Supportive Feedback Document Behavioral - Documented Coaching



Associate Name: [REDACTED] ([REDACTED])
Manager Name: Hawkins,De'Von (NL4-1830)
Created On: December 22, 2019, 8:55:54 PM

Summary

Your recent job performance is not meeting Behavioral expectations. Meeting performance standards is a critical component of your job. This document provides specific details about your performance and how you are not meeting expectations. In addition, this document describes the steps you and your manager will take to assist you in improving your performance. As a part of this conversation we are interested in understanding what barriers you think need to be removed, or what improvements can be made which would potentially assist you in improving your performance.

Communication History

The following is a summary of your behavioral feedback:

Level	Count	Most Recent
First Written	1	September 08, 2019, 1:50:09 AM
Documented Coaching	5	June 10, 2019, 1:57:16 AM
Verbal Coaching	3	June 20, 2019, 1:23:32 AM

Details of Current Incident/Specific Concerns

The following feedback pertains to Amazon's US FC Extra Time policy. During the week of December 1, 2019, you worked over 60 hours. At Amazon.com we are committed to providing a workplace where all associate's well-being are of the utmost importance. NACF Human Resources has put scheduling guidelines in place to help us manage this commitment. Associates will not be asked to nor may they voluntarily work more than 60 hours per workweek, more than 12 hours per day, or more than six consecutive days in a row, regardless of shift.

Areas of Improvement Required by Associate

For hourly associates you must manage your time accordingly to abide with this policy. Failure to do so will result in follow-up from your manager. Immediate improvement is required. If you have any questions about what constitutes appropriate behavior, please reach out to your manager or Human Resources. Please note that If an associate receives 2 finals or a total of 6 documented counseling write-ups in a rolling 12 months, their employment will end. Further violations may result in corrective action, up to and including termination.

Associate Comments

Associate Signature: Acknowledged by [REDACTED] (BadgeID: [REDACTED])

Date: December 22, 2019, 8:55:54 PM

Manager Signature: Acknowledged by Hawkins,De'Von (BadgeID: 0170543)

Date: December 22, 2019, 8:55:54 PM

CONFIDENTIAL**AMZ-BRY002082**

CONFIDENTIAL

Acknowledged by associate on September 08, 2019, 1:53:24 AM - Delivered by Outeiral,Kelly janice (outkelly)

Supportive Feedback Document Behavioral - First Written



Associate Name: [REDACTED] ([REDACTED])
Manager Name: Dar,Shehzad (NL4-1830)
Created On: September 08, 2019, 1:53:24 AM

Summary

Your recent job performance is not meeting Behavioral expectations. Meeting performance standards is a critical component of your job. This document provides specific details about your performance and how you are not meeting expectations. In addition, this document describes the steps you and your manager will take to assist you in improving your performance. As a part of this conversation we are interested in understanding what barriers you think need to be removed, or what improvements can be made which would potentially assist you in improving your performance.

Communication History

The following is a summary of your behavioral feedback:

Level	Count	Most Recent
Documented Coaching	5	June 10, 2019, 1:57:16 AM
Verbal Coaching	3	June 20, 2019, 1:23:32 AM

Details of Current Incident/Specific Concerns

The following feedback pertains to Amazon's Standards of Conduct as a Category 2 violation of the Standards of Conduct. The policy classifies abusive, vulgar, or harassing language to a supervisor, fellow associate, or vendor as a Category 2 violation of the Standards of Conduct. on 9/9/19 you were seen around 1AM having a conversation with PA Himansu where you were upset that you were being moved to rebin, reason why you did not want to move to that station path was because of how it will effect your rate. After speaking with Sr HRA Kelly and HRA Tanya you admitted to cursing to your PA saying "are you gonna keep f*cking watching me i dont need a babysitter".

Areas of Improvement Required by Associate

The Standards of Conduct strive to establish a collaborative, non-hostile work environment. The acts of inappropriate behavior creates a hostile atmosphere and may offend others. You are expected to be in compliance with the Standards of Conduct policy at all times while working in the Fulfillment Center. Continued violation of this policy may result in further corrective action, up to and including termination.

Associate Comments

Associate Signature: Acknowledged by [REDACTED] (BadgeID: [REDACTED])

Date: September 08, 2019, 1:53:24 AM

Manager Signature: Acknowledged by Outeiral,Kelly janice (BadgeID: 12307653)

Date: September 08, 2019, 1:53:24 AM

CONFIDENTIAL**AMZ-BRY002083**

CONFIDENTIAL

Acknowledged by associate on June 10, 2019, 2:24:50 AM - Delivered by Alexander,Ashley (alashley)

Supportive Feedback Document Behavioral - Documented Coaching



Associate Name: [REDACTED] ([REDACTED])
Manager Name: Dar,Shehzad (NL4-1830)
Created On: June 10, 2019, 2:24:50 AM

Summary

Your recent job performance is not meeting Behavioral expectations. Meeting performance standards is a critical component of your job. This document provides specific details about your performance and how you are not meeting expectations. In addition, this document describes the steps you and your manager will take to assist you in improving your performance. As a part of this conversation we are interested in understanding what barriers you think need to be removed, or what improvements can be made which would potentially assist you in improving your performance.

Communication History

The following is a summary of your behavioral feedback:

Level	Count	Most Recent
Verbal Coaching	2	May 21, 2019, 5:36:17 AM
Documented Coaching	4	May 08, 2019, 3:23:08 AM

Details of Current Incident/Specific Concerns

On shift starting 6/10/19 you were observed getting to your station late after lunch standup. Your time details show you stopped working at 2345 for lunch but did not punch out until 2351. This resulted in your not punching back in until 0021. Punching out for lunch late caused you to miss standup and be late back to your station after lunch. During a seek to understand you stated you went downstairs to get your lunch and then clocked out. Amazon is committed to your success because you are the ones delivering on our promise to the customer. We provide clear communication regarding schedules, advance notice for extra time and payment for hours worked according to your timecard records after the pay period closes. We also provide several paid and unpaid time off options when you are unable to work your scheduled shifts. This Attendance Policy describes expected behaviors and outlines all options you have to take time off

Areas of Improvement Required by Associate

You are expected to work your full shift as scheduled and use the timeclock to track your time. When you are unable to work any portion of your shift, you must provide advance notification. You may use available paid and unpaid time to cover missed time, but may not exceed allowed balances. Irregular attendance patterns or concerns, such as repeatedly reporting late or leaving early, including within the grace periods, will be addressed through performance management using coaching and corrective action. You can verify the accuracy of your timecard at www.hub.amazon.work on any computer, tablet or smartphone.

Associate Comments

Associate Signature: Acknowledged by [REDACTED] (BadgelD: [REDACTED])

Date: June 10, 2019, 2:24:50 AM

Manager Signature: Acknowledged by Alexander,Ashley (BadgelD: 0216975)

Date: June 10, 2019, 2:24:50 AM

CONFIDENTIAL**AMZ-BRY002084**

CONFIDENTIAL

Acknowledged by associate on May 08, 2019, 3:35:21 AM - Delivered by Dar,Shehzad (dshehzad)

Supportive Feedback Document Behavioral - Documented Coaching



Associate Name: [REDACTED] ([REDACTED])
Manager Name: Dar,Shehzad (NL4-1830)
Created On: May 08, 2019, 3:35:21 AM

Summary

Your recent job performance is not meeting Behavioral expectations. Meeting performance standards is a critical component of your job. This document provides specific details about your performance and how you are not meeting expectations. In addition, this document describes the steps you and your manager will take to assist you in improving your performance. As a part of this conversation we are interested in understanding what barriers you think need to be removed, or what improvements can be made which would potentially assist you in improving your performance.

Communication History

The following is a summary of your behavioral feedback:

Level	Count	Most Recent
Documented Coaching	3	April 22, 2019, 8:10:26 PM
Verbal Coaching	1	January 22, 2019, 2:57:11 AM

Details of Current Incident/Specific Concerns

On your shift starting 05/07/19 you were observed getting to your station late 11 minutes after you clocked in at start of shift. During a seek to understand you stated that you clocked in on time and thought you came to a station on time but first scan was at 18:41. Amazon is committed to your success because you are the ones delivering on our promise to the customer. We provide clear communication regarding schedules, advance notice for extra time and payment for hours worked according to your timecard records after the pay period closes. We also provide several paid and unpaid time off options when you are unable to work your scheduled shifts. This Attendance Policy describes expected behaviors and outlines all options you have to take time off. You are expected to work your full shift as scheduled and use the timeclock to track your time. When you are unable to work any portion of your shift, you must provide advance notification. You may use available paid and unpaid time to cover missed time, but may not exceed allowed balances. Irregular attendance patterns or concerns, such as repeatedly reporting late or leaving early, including within the grace periods, will be addressed through performance management using coaching and corrective action. You can verify the accuracy of your timecard at www.hub.amazon.work on any computer, tablet or smartphone.

Areas of Improvement Required by Associate

According to the NACF Attendance Policy we provide a 5 minute grace period to account for onsite situations which may affect your ability to punch in and/or out at the start and/or end of shift. This grace period is for the purposes of onsite situations only and does not allow for a late arrival to your work station at the start of shift, nor does it allow for an early departure from your work station at the end of shift. This grace period does not affect pay; however it indicates when missed time must be covered by one of your time off options. In punches and out punches which occur within 5 minutes of the start and end time will be rounded to the scheduled shift start or end time (e.g. a time punch that occurs 5 minutes prior to or after the start of the shift will be rounded to the scheduled start time). All other time punches will be coded to the minute. You are expected to report to your work station on time when returning from paid breaks and meal periods. Amazon does provide a 3 minute grace period for returning from your meal period only, which allows you time to return to your assigned work station after your meal period has completed. You are expected to be in compliance with the Attendance policy at all times while working in the Fulfillment Center. Please note that If an associate receives 2 finals or a total of 6 documented counseling write-ups in a rolling 12 months, their employment will end. Continued violation of this policy may result in further corrective action, up to and including termination.

Associate Comments

Associate Signature: Acknowledged by [REDACTED] (BadgeID: [REDACTED])

Date: May 08, 2019, 3:35:21 AM

Manager Signature: Acknowledged by Dar,Shehzad (BadgeID: 12221299)

Date: May 08, 2019, 3:35:21 AM

CONFIDENTIAL**AMZ-BRY002085**

CONFIDENTIAL

Acknowledged by associate on April 22, 2019, 8:47:43 PM - Delivered by Dar,Shehzad (dshehzad)

Supportive Feedback Document Behavioral - Documented Coaching



Associate Name: [REDACTED] ([REDACTED])
Manager Name: Dar,Shehzad (NL4-1830)
Created On: April 22, 2019, 8:47:43 PM

Summary

Your recent job performance is not meeting Behavioral expectations. Meeting performance standards is a critical component of your job. This document provides specific details about your performance and how you are not meeting expectations. In addition, this document describes the steps you and your manager will take to assist you in improving your performance. As a part of this conversation we are interested in understanding what barriers you think need to be removed, or what improvements can be made which would potentially assist you in improving your performance.

Communication History

The following is a summary of your behavioral feedback:

Level	Count	Most Recent
Verbal Coaching	1	January 22, 2019, 2:57:11 AM
Documented Coaching	2	March 19, 2019, 8:50:10 PM

Details of Current Incident/Specific Concerns

On 4/22/19 you were observed getting to your station late 11 min after SOS, and were not present at standup. During a seek to understand you stated that you were waiting to get staffed because "someone was at your station"; Amazon is committed to your success because you are the ones delivering on our promise to the customer. We provide clear communication regarding schedules, advance notice for extra time and payment for hours worked according to your timecard records after the pay period closes. We also provide several paid and unpaid time off options when you are unable to work your scheduled shifts. This Attendance Policy describes expected behaviors and outlines all options you have to take time off. You are expected to work your full shift as scheduled and use the timeclock to track your time. When you are unable to work any portion of your shift, you must provide advance notification. You may use available paid and unpaid time to cover missed time, but may not exceed allowed balances. Irregular attendance patterns or concerns, such as repeatedly reporting late or leaving early, including within the grace periods, will be addressed through performance management using coaching and corrective action. You can verify the accuracy of your timecard at www.hub.amazon.work on any computer, tablet or smartphone.

Areas of Improvement Required by Associate

According to the NACF Attendance Policy we provide a 5 minute grace period to account for onsite situations which may affect your ability to punch in and/or out at the start and/or end of shift. This grace period is for the purposes of onsite situations only and does not allow for a late arrival to your work station at the start of shift, nor does it allow for an early departure from your work station at the end of shift. This grace period does not affect pay; however it indicates when missed time must be covered by one of your time off options. In punches and out punches which occur within 5 minutes of the start and end time will be rounded to the scheduled shift start or end time (e.g. a time punch that occurs 5 minutes prior to or after the start of the shift will be rounded to the scheduled start time). All other time punches will be coded to the minute. You are expected to report to your work station on time when returning from paid breaks and meal periods. Amazon does provide a 3 minute grace period for returning from your meal period only, which allows you time to return to your assigned work station after your meal period has completed. You are expected to be in compliance with the Attendance policy at all times while working in the Fulfillment Center. Please note that If an associate receives 2 finals or a total of 6 documented counseling write-ups in a rolling 12 months, their employment will end. Continued violation of this policy may result in further corrective action, up to and including termination.

Associate Comments

Associate Signature: Acknowledged by [REDACTED] (BadgeID: [REDACTED])

Date: April 22, 2019, 8:47:43 PM

Manager Signature: Acknowledged by Dar,Shehzad (BadgeID: 12221299)

Date: April 22, 2019, 8:47:43 PM

CONFIDENTIAL

AMZ-BRY002086

CONFIDENTIAL

Refused to sign by associate on March 20, 2019, 2:59:18 AM - Delivered by Dar,Shehzad (dshehzad)

Supportive Feedback Document Behavioral - Documented Coaching



Associate Name: [REDACTED] ([REDACTED])
Manager Name: Dar,Shehzad (NL4-1830)
Created On: March 20, 2019, 2:59:18 AM

Summary

Your recent job performance is not meeting Behavioral expectations. Meeting performance standards is a critical component of your job. This document provides specific details about your performance and how you are not meeting expectations. In addition, this document describes the steps you and your manager will take to assist you in improving your performance. As a part of this conversation we are interested in understanding what barriers you think need to be removed, or what improvements can be made which would potentially assist you in improving your performance.

Communication History

The following is a summary of your behavioral feedback:

Level	Count	Most Recent
Verbal Coaching	1	January 22, 2019, 2:57:11 AM
Documented Coaching	1	January 28, 2019, 2:41:03 AM

Details of Current Incident/Specific Concerns

On 03/19/19 you were observed getting to your station late 11 minutes after standup. During a seek to understand you stated that you clocked in at 18:35 and you did not have work. Amazon is committed to your success because you are the ones delivering on our promise to the customer. We provide clear communication regarding schedules, advance notice for extra time and payment for hours worked according to your timecard records after the pay period closes. We also provide several paid and unpaid time off options when you are unable to work your scheduled shifts. This Attendance Policy describes expected behaviors and outlines all options you have to take time off. You are expected to work your full shift as scheduled and use the timeclock to track your time. When you are unable to work any portion of your shift, you must provide advance notification. You may use available paid and unpaid time to cover missed time, but may not exceed allowed balances. Irregular attendance patterns or concerns, such as repeatedly reporting late or leaving early, including within the grace periods, will be addressed through performance management using coaching and corrective action. You can verify the accuracy of your timecard at www.hub.amazon.work on any computer, tablet or smartphone.

Areas of Improvement Required by Associate

According to the NACF Attendance Policy we provide a 5 minute grace period to account for onsite situations which may affect your ability to punch in and/or out at the start and/or end of shift. This grace period is for the purposes of onsite situations only and does not allow for a late arrival to your work station at the start of shift, nor does it allow for an early departure from your work station at the end of shift. This grace period does not affect pay; however it indicates when missed time must be covered by one of your time off options. In punches and out punches which occur within 5 minutes of the start and end time will be rounded to the scheduled shift start or end time (e.g. a time punch that occurs 5 minutes prior to or after the start of the shift will be rounded to the scheduled start time). All other time punches will be coded to the minute. You are expected to report to your work station on time when returning from paid breaks and meal periods. Amazon does provide a 3 minute grace period for returning from your meal period only, which allows you time to return to your assigned work station after your meal period has completed. You are expected to be in compliance with the Attendance policy at all times while working in the Fulfillment Center. Please note that If an associate receives 2 finals or a total of 6 documented counseling write-ups in a rolling 12 months, their employment will end. Continued violation of this policy may result in further corrective action, up to and including termination.

Associate Comments

Associate Signature: [REDACTED] REFUSED TO SIGN

Date: March 20, 2019, 2:59:18 AM

Manager Signature: Acknowledged by Dar,Shehzad (BadgeID: 12221299)

Date: March 20, 2019, 2:59:18 AM

CONFIDENTIAL**AMZ-BRY002087**

CONFIDENTIAL

Refused to sign by associate on January 28, 2019, 2:58:34 AM - Delivered by Alexander,Ashley (alashley)

Supportive Feedback Document Behavioral - Documented Coaching



Associate Name: [REDACTED] ([REDACTED])
Manager Name: Alexander,Ashley (NL4-1830)
Created On: January 28, 2019, 2:58:34 AM

Summary

Your recent job performance is not meeting Behavioral expectations. Meeting performance standards is a critical component of your job. This document provides specific details about your performance and how you are not meeting expectations. In addition, this document describes the steps you and your manager will take to assist you in improving your performance. As a part of this conversation we are interested in understanding what barriers you think need to be removed, or what improvements can be made which would potentially assist you in improving your performance.

Communication History

The following is a summary of your behavioral feedback:

Level	Count	Most Recent
Verbal Coaching	1	January 22, 2019, 2:57:11 AM

Details of Current Incident/Specific Concerns

On 1/27/2019 you were observed getting to your station late 17 min after SOS. During a seek to understand you stated that you did not have a good reason for this. Amazon is committed to your success because you are the ones delivering on our promise to the customer. We provide clear communication regarding schedules, advance notice for extra time and payment for hours worked according to your timecard records after the pay period closes. We also provide several paid and unpaid time off options when you are unable to work your scheduled shifts. This Attendance Policy describes expected behaviors and outlines all options you have to take time off. You are expected to work your full shift as scheduled and use the timeclock to track your time. When you are unable to work any portion of your shift, you must provide advance notification. You may use available paid and unpaid time to cover missed time, but may not exceed allowed balances. Irregular attendance patterns or concerns, such as repeatedly reporting late or leaving early, including within the grace periods, will be addressed through performance management using coaching and corrective action. You can verify the accuracy of your timecard at www.hub.amazon.work on any computer, tablet or smartphone.

Areas of Improvement Required by Associate

According to the NACF Attendance Policy we provide a 5 minute grace period to account for onsite situations which may affect your ability to punch in and/or out at the start and/or end of shift. This grace period is for the purposes of onsite situations only and does not allow for a late arrival to your work station at the start of shift, nor does it allow for an early departure from your work station at the end of shift. This grace period does not affect pay; however it indicates when missed time must be covered by one of your time off options. In punches and out punches which occur within 5 minutes of the start and end time will be rounded to the scheduled shift start or end time (e.g. a time punch that occurs 5 minutes prior to or after the start of the shift will be rounded to the scheduled start time). All other time punches will be coded to the minute. You are expected to report to your work station on time when returning from paid breaks and meal periods. Amazon does provide a 3 minute grace period for returning from your meal period only, which allows you time to return to your assigned work station after your meal period has completed. You are expected to be in compliance with the Attendance policy at all times while working in the Fulfillment Center. Please note that If an associate receives 2 finals or a total of 6 documented counseling write-ups in a rolling 12 months, their employment will end. Continued violation of this policy may result in further corrective action, up to and including termination.

Associate Comments

Associate Signature: [REDACTED] REFUSED TO SIGN

Date: January 28, 2019, 2:58:34 AM

Manager Signature: Acknowledged by Alexander,Ashley (BadgeID: 0216975)

Date: January 28, 2019, 2:58:34 AM

CONFIDENTIAL**AMZ-BRY002088**

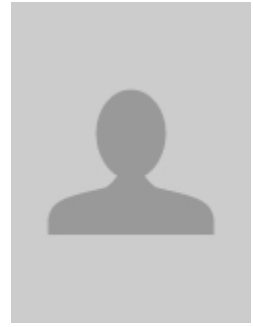
CONFIDENTIAL

Acknowledged by associate on December 23, 2020, 3:14:10 AM - Delivered by Must,Peet (peetmust)

Supportive Feedback Document Behavioral - Documented Coaching



Associate Name: [REDACTED]
Manager Name: Hawkins,De'Von (NL4-1845)
Created On: December 23, 2020, 3:14:10 AM



Summary

Your recent job performance is not meeting Behavioral expectations. Meeting performance standards is a critical component of your job. This document provides specific details about your performance and how you are not meeting expectations. In addition, this document describes the steps you and your manager will take to assist you in improving your performance. As a part of this conversation we are interested in understanding what barriers you think need to be removed, or what improvements can be made which would potentially assist you in improving your performance.

Communication History

The following is a summary of your behavioral feedback:

Level	Count	Most Recent
Final Written	1	June 07, 2020, 7:15:15 PM
Termination	1	April 25, 2020, 11:38:53 PM
Documented Coaching	1	January 19, 2020, 5:48:58 AM

Details of Current Incident/Specific Concerns

The following feedback pertains to Amazon's Standards of Conduct. On 12/23/20 you were observed sitting on the smartpac seal checker station desk without your mask on talking to the seal checker less than 6 feet away. During the seek to understand, you stated that you knew you were not supposed to sit on stations and that you have asthma which makes it hard to wear your mask over your mouth and nose. The policy classifies unauthorized use, misuse, or abuse of equipment, products, material, or property belonging to other associates, belonging to the company, or in the company's custody as a Category 2 violation of the Standards of Conduct.

Areas of Improvement Required by Associate

As detailed above, you have failed to meet Amazon's Standards of Conduct and behavioral expectations. Amazon expects associates to adhere to the proper use of equipment, products, material, or property belonging to other associates, belonging to the company, or in the company's custody. Failure to adhere to Amazons Standard of Conduct guidelines includes, but is not limited to, any unauthorized use, misuse, or abuse of equipment, products, material, or property belonging to other associates, belonging to the company, or in the company's custody. Please note that If an associate receives 2 finals or a total of 6 documented counseling write-ups in a rolling 12 months, their employment will end. Continued violation of this policy may result in further corrective action, up to and including termination.

Associate Comments

AA understands amazon policy.

Associate Signature: Acknowledged by [REDACTED] (BadgelD: [REDACTED])

Date: December 23, 2020, 3:14:10 AM

Manager Signature: Acknowledged by Must,Peet (BadgelD: 12390020)

Date: December 23, 2020, 3:14:10 AM

CONFIDENTIAL**AMZ-BRY002089**

CONFIDENTIAL

Acknowledged by associate on May 12, 2019, 7:29:52 PM - Delivered by Dar,Shehzad (dshehzad)

Supportive Feedback Document Productivity - Documented Positive



Associate Name: [REDACTED] ([REDACTED])
Manager Name: Dar,Shehzad (NL4-1830)
Created On: May 12, 2019, 7:29:52 PM

Summary

Your recent job performance has met or exceeded Productivity expectations. Your manager and Amazon.com would like to take a moment to recognize your performance and thank you for your hard work.

Communication History

The following is a summary of your productivity feedback:

Level	Count	Most Recent
Verbal Positive	40	May 01, 2019
Verbal Coaching	2	December 19, 2018
Documented Coaching	1	November 07, 2018
Documented Positive	1	April 24, 2019

Details of Current Incident/Specific Concerns

Process	Function	LC	Hours	Units	UPH	Expected	% to Goal	% to Curve	Was Borrowed
Chuting	Scan Verify AFE 2 ItemPacked Medium EACH	Level 3	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
Chuting	Scan Verify AFE 2 ItemPacked Medium EACH	Level 4	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
Chuting	Scan Verify AFE 2 ItemPacked Small EACH	Level 3	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
Chuting	Scan Verify AFE 2 ItemPacked Small EACH	Level 4	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]

Performance Trend

Below is a summary of your past Productivity performance.

Period Start	Unit Count	Hours Worked	UPH	% to Goal	% to Curve	Exempted
May 01, 2019, 5:00:00 AM	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
April 24, 2019, 5:00:00 AM	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
April 17, 2019, 5:00:00 AM	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
April 10, 2019, 5:00:00 AM	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
April 03, 2019, 5:00:00 AM	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
March 27, 2019, 5:00:00 AM	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]

Associate Comments

Associate Signature: Acknowledged by [REDACTED] (BadgeID: [REDACTED])

Date: May 12, 2019, 7:29:52 PM

Manager Signature: Acknowledged by Dar,Shehzad (BadgeID: 12221299)

Date: May 12, 2019, 7:29:52 PM

CONFIDENTIAL**AMZ-BRY002090**

CONFIDENTIAL

Acknowledged by associate on April 29, 2019, 1:52:05 AM - Delivered by Dar,Shehzad (dshehzad)

Supportive Feedback Document Productivity - Documented Positive



Associate Name: [REDACTED] ([REDACTED])
 Manager Name: Dar,Shehzad (NL4-1830)
 Created On: April 29, 2019, 1:52:05 AM

Summary

Your recent job performance has met or exceeded Productivity expectations. Your manager and Amazon.com would like to take a moment to recognize your performance and thank you for your hard work.

Communication History

The following is a summary of your productivity feedback:

Level	Count	Most Recent
Verbal Coaching	2	December 19, 2018
Documented Coaching	1	November 07, 2018
Verbal Positive	40	April 17, 2019

Details of Current Incident/Specific Concerns

Process	Function	LC	Hours	Units	UPH	Expected	% to Goal	% to Curve	Was Borrowed
Chuting	Scan Verify AFE 2 ItemPacked Medium EACH	Level 2	■	■	■	■	■	■	■
Chuting	Scan Verify AFE 2 ItemPacked Medium EACH	Level 3	■	■	■	■	■	■	■
Chuting	Scan Verify AFE 2 ItemPacked Small EACH	Level 2	■	■	■	■	■	■	■
Chuting	Scan Verify AFE 2 ItemPacked Small EACH	Level 3	■	■	■	■	■	■	■
Sort-Flow	AFE 2 Rebin ItemRebinned Total EACH	Level 5	■	■	■	■	■	■	■

Performance Trend

Below is a summary of your past Productivity performance.

Period Start	Unit Count	Hours Worked	UPH	% to Goal	% to Curve	Exempted
April 17, 2019, 5:00:00 AM	■	■	■	■	■	■
April 10, 2019, 5:00:00 AM	■	■	■	■	■	■
April 03, 2019, 5:00:00 AM	■	■	■	■	■	■
March 27, 2019, 5:00:00 AM	■	■	■	■	■	■
March 20, 2019, 5:00:00 AM	■	■	■	■	■	■
March 13, 2019, 5:00:00 AM	■	■	■	■	■	■

Associate Comments

Associate Signature: Acknowledged by [REDACTED] (BadgeID: [REDACTED])

Date: April 29, 2019, 1:52:05 AM

Manager Signature: Acknowledged by Dar,Shehzad (BadgeID: 12221299)

Date: April 29, 2019, 1:52:05 AM

CONFIDENTIAL**AMZ-BRY002091**

CONFIDENTIAL

Acknowledged by associate on June 27, 2019, 2:42:27 AM - Delivered by Dar,Shehzad (dshehzad)

Supportive Feedback Document Productivity - Documented Positive



Associate Name: [REDACTED] ([REDACTED])

Manager Name: Dar,Shehzad (NL4-1830)

Created On: June 27, 2019, 2:42:27 AM

Summary

Your recent job performance has met or exceeded Productivity expectations. Your manager and Amazon.com would like to take a moment to recognize your performance and thank you for your hard work.

Communication History

The following is a summary of your productivity feedback:

Level	Count	Most Recent
Verbal Coaching	2	December 19, 2018
Verbal Positive	40	June 19, 2019
Documented Positive	2	May 08, 2019
Documented Coaching	1	November 07, 2018

Details of Current Incident/Specific Concerns

Process	Function	LC	Hours	Units	UPH	Expected	% to Goal	% to Curve	Was Borrowed
Chuting	Scan Verify AFE 2 ItemPacked Medium EACH	Level 5	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
Chuting	Scan Verify AFE 2 ItemPacked Small EACH	Level 5	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]

Performance Trend

Below is a summary of your past Productivity performance.

Period Start	Unit Count	Hours Worked	UPH	% to Goal	% to Curve	Exempted
June 19, 2019, 5:00:00 AM	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
June 12, 2019, 5:00:00 AM	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
June 05, 2019, 5:00:00 AM	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
May 29, 2019, 5:00:00 AM	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
May 22, 2019, 5:00:00 AM	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
May 15, 2019, 5:00:00 AM	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]

Associate Comments

Associate Signature: Acknowledged by [REDACTED] (BadgeID: [REDACTED])

Date: June 27, 2019, 2:42:27 AM

Manager Signature: Acknowledged by Dar,Shehzad (BadgeID: 12221299)

Date: June 27, 2019, 2:42:27 AM

CONFIDENTIAL

AMZ-BRY002092

CONFIDENTIAL

Acknowledged by associate on May 12, 2019, 7:29:52 PM - Delivered by Dar,Shehzad (dshehzad)

Supportive Feedback Document Productivity - Documented Positive



Associate Name: [REDACTED] ([REDACTED])
 Manager Name: Dar,Shehzad (NL4-1830)
 Created On: May 12, 2019, 7:29:52 PM

Summary

Your recent job performance has met or exceeded Productivity expectations. Your manager and Amazon.com would like to take a moment to recognize your performance and thank you for your hard work.

Communication History

The following is a summary of your productivity feedback:

Level	Count	Most Recent
Verbal Positive	40	May 01, 2019
Verbal Coaching	2	December 19, 2018
Documented Coaching	1	November 07, 2018
Documented Positive	1	April 24, 2019

Details of Current Incident/Specific Concerns

Process	Function	LC	Hours	Units	UPH	Expected	% to Goal	% to Curve	Was Borrowed
Chuting	Scan Verify AFE 2 ItemPacked Medium EACH	Level 3	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
Chuting	Scan Verify AFE 2 ItemPacked Medium EACH	Level 4	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
Chuting	Scan Verify AFE 2 ItemPacked Small EACH	Level 3	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
Chuting	Scan Verify AFE 2 ItemPacked Small EACH	Level 4	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]

Performance Trend

Below is a summary of your past Productivity performance.

Period Start	Unit Count	Hours Worked	UPH	% to Goal	% to Curve	Exempted
May 01, 2019, 5:00:00 AM	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
April 24, 2019, 5:00:00 AM	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
April 17, 2019, 5:00:00 AM	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
April 10, 2019, 5:00:00 AM	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
April 03, 2019, 5:00:00 AM	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
March 27, 2019, 5:00:00 AM	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]

Associate Comments

Associate Signature: Acknowledged by [REDACTED] (BadgeID: [REDACTED])

Date: May 12, 2019, 7:29:52 PM

Manager Signature: Acknowledged by Dar,Shehzad (BadgeID: 12221299)

Date: May 12, 2019, 7:29:52 PM

CONFIDENTIAL

AMZ-BRY002093

CONFIDENTIAL

Acknowledged by associate on April 29, 2019, 1:52:05 AM - Delivered by Dar,Shehzad (dshehzad)

Supportive Feedback Document Productivity - Documented Positive



Associate Name: [REDACTED] ([REDACTED])
 Manager Name: Dar,Shehzad (NL4-1830)
 Created On: April 29, 2019, 1:52:05 AM

Summary

Your recent job performance has met or exceeded Productivity expectations. Your manager and Amazon.com would like to take a moment to recognize your performance and thank you for your hard work.

Communication History

The following is a summary of your productivity feedback:

Level	Count	Most Recent
Verbal Coaching	2	December 19, 2018
Documented Coaching	1	November 07, 2018
Verbal Positive	40	April 17, 2019

Details of Current Incident/Specific Concerns

Process	Function	LC	Hours	Units	UPH	Expected	% to Goal	% to Curve	Was Borrowed
Chuting	Scan Verify AFE 2 ItemPacked Medium EACH	Level 2	■	■	■	■	■	■	■
Chuting	Scan Verify AFE 2 ItemPacked Medium EACH	Level 3	■	■	■	■	■	■	■
Chuting	Scan Verify AFE 2 ItemPacked Small EACH	Level 2	■	■	■	■	■	■	■
Chuting	Scan Verify AFE 2 ItemPacked Small EACH	Level 3	■	■	■	■	■	■	■
Sort-Flow	AFE 2 Rebin ItemRebinned Total EACH	Level 5	■	■	■	■	■	■	■

Performance Trend

Below is a summary of your past Productivity performance.

Period Start	Unit Count	Hours Worked	UPH	% to Goal	% to Curve	Exempted
April 17, 2019, 5:00:00 AM	■	■	■	■	■	■
April 10, 2019, 5:00:00 AM	■	■	■	■	■	■
April 03, 2019, 5:00:00 AM	■	■	■	■	■	■
March 27, 2019, 5:00:00 AM	■	■	■	■	■	■
March 20, 2019, 5:00:00 AM	■	■	■	■	■	■
March 13, 2019, 5:00:00 AM	■	■	■	■	■	■

Associate Comments

Associate Signature: Acknowledged by [REDACTED] (BadgeID: [REDACTED])

Date: April 29, 2019, 1:52:05 AM

Manager Signature: Acknowledged by Dar,Shehzad (BadgeID: 12221299)

Date: April 29, 2019, 1:52:05 AM

CONFIDENTIAL**AMZ-BRY002094**

CONFIDENTIAL

Acknowledged by associate on June 27, 2019, 2:42:27 AM - Delivered by Dar,Shehzad (dshehzad)

Supportive Feedback Document Productivity - Documented Positive



Associate Name: [REDACTED] ([REDACTED])
Manager Name: Dar,Shehzad (NL4-1830)
Created On: June 27, 2019, 2:42:27 AM

Summary

Your recent job performance has met or exceeded Productivity expectations. Your manager and Amazon.com would like to take a moment to recognize your performance and thank you for your hard work.

Communication History

The following is a summary of your productivity feedback:

Level	Count	Most Recent
Verbal Coaching	2	December 19, 2018
Verbal Positive	40	June 19, 2019
Documented Positive	2	May 08, 2019
Documented Coaching	1	November 07, 2018

Details of Current Incident/Specific Concerns

Process	Function	LC	Hours	Units	UPH	Expected	% to Goal	% to Curve	Was Borrowed
Chuting	Scan Verify AFE 2 ItemPacked Medium EACH	Level 5	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
Chuting	Scan Verify AFE 2 ItemPacked Small EACH	Level 5	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]

Performance Trend

Below is a summary of your past Productivity performance.

Period Start	Unit Count	Hours Worked	UPH	% to Goal	% to Curve	Exempted
June 19, 2019, 5:00:00 AM	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
June 12, 2019, 5:00:00 AM	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
June 05, 2019, 5:00:00 AM	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
May 29, 2019, 5:00:00 AM	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
May 22, 2019, 5:00:00 AM	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
May 15, 2019, 5:00:00 AM	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]

Associate Comments

Associate Signature: Acknowledged by [REDACTED] (BadgeID: [REDACTED])

Date: June 27, 2019, 2:42:27 AM

Manager Signature: Acknowledged by Dar,Shehzad (BadgeID: 12221299)

Date: June 27, 2019, 2:42:27 AM

CONFIDENTIAL**AMZ-BRY002095**

CONFIDENTIAL

Acknowledged by associate on November 13, 2018, 4:48:12 AM - Delivered by Alexander,Ashley (alashley)

Supportive Feedback Document

Productivity Trend - Documented Coaching



Associate Name: [REDACTED] ([REDACTED])
 Manager Name: Alexander,Ashley (NL4-1830)
 Created On: November 13, 2018, 4:48:12 AM

Summary

Your recent job performance is not meeting Productivity expectations. Meeting performance standards is a critical component of your job. This document provides specific details about your performance and how you are not meeting expectations. In addition, this document describes the steps you and your manager will take to assist you in improving your performance. As a part of this conversation we are interested in understanding what barriers you think need to be removed, or what improvements can be made which would potentially assist you in improving your performance.

Communication History

The following is a summary of your productivity feedback:

Level	Count	Most Recent
Verbal Coaching	1	October 31, 2018
Verbal Positive	23	October 24, 2018

Details of Current Incident/Specific Concerns

You have not met Productivity expectations 2 out of the last 6 weeks. See the Trend section below for further details.

Process	Function	LC	Hours	Units	UPH	Expected	% to Goal	% to Curve	Was Borrowed
Chuting	Scan Verify AFE 2 ItemPacked Medium EACH	Level 5	■	■	■	■	■	■	■
Chuting	Scan Verify AFE 2 ItemPacked Small EACH	Level 5	■	■	■	■	■	■	■
Sort-Flow	AFE2 Induct ItemInducted Total EACH	Level 2	■	■	■	■	■	■	■
Sort-Flow	AFE 2 Rebin ItemRebinned Total EACH	Level 5	■	■	■	■	■	■	■

Performance Trend

Below is a summary of your past Productivity performance.

Period Start	Unit Count	Hours Worked	UPH	% to Goal	% to Curve	Exempted
October 31, 2018, 5:00:00 AM	■	■	■	■	■	■
October 24, 2018, 5:00:00 AM	■	■	■	■	■	■
October 17, 2018, 5:00:00 AM	■	■	■	■	■	■
October 10, 2018, 5:00:00 AM	■	■	■	■	■	■
October 03, 2018, 5:00:00 AM	■	■	■	■	■	■
September 26, 2018, 5:00:00 AM	■	■	■	■	■	■

Areas of Improvement Required by Associate

You are expected to meet 100% of the productivity performance expectation. Please note that if an associate receives a 2nd final or a total of 6 documented counseling write-ups in a rolling 12 months, their employment will end. We are committed to assisting you in improving your productivity performance, and will assist you in addressing any job related barriers that are impacting your ability to meet productivity performance expectations.

Associate Comments

Associate Signature: Acknowledged by [REDACTED] (BadgeID: [REDACTED])

Date: November 13, 2018, 4:48:12 AM

CONFIDENTIAL**AMZ-BRY002096**

CONFIDENTIAL

Manager Signature: Acknowledged by Alexander,Ashley (BadgeID: 0216975)

Date: November 13, 2018, 4:48:12 AM

CONFIDENTIAL

AMZ-BRY002097

CONFIDENTIAL

Acknowledged by associate on November 13, 2018, 4:48:12 AM - Delivered by Alexander,Ashley (alashley)

Supportive Feedback Document

Productivity Trend - Documented Coaching



Associate Name: [REDACTED] ([REDACTED])
 Manager Name: Alexander,Ashley (NL4-1830)
 Created On: November 13, 2018, 4:48:12 AM

Summary

Your recent job performance is not meeting Productivity expectations. Meeting performance standards is a critical component of your job. This document provides specific details about your performance and how you are not meeting expectations. In addition, this document describes the steps you and your manager will take to assist you in improving your performance. As a part of this conversation we are interested in understanding what barriers you think need to be removed, or what improvements can be made which would potentially assist you in improving your performance.

Communication History

The following is a summary of your productivity feedback:

Level	Count	Most Recent
Verbal Coaching	1	October 31, 2018
Verbal Positive	23	October 24, 2018

Details of Current Incident/Specific Concerns

You have not met Productivity expectations 2 out of the last 6 weeks. See the Trend section below for further details.

Process	Function	LC	Hours	Units	UPH	Expected	% to Goal	% to Curve	Was Borrowed
Chuting	Scan Verify AFE 2 ItemPacked Medium EACH	Level 5	■	■	■	■	■	■	■
Chuting	Scan Verify AFE 2 ItemPacked Small EACH	Level 5	■	■	■	■	■	■	■
Sort-Flow	AFE2 Induct ItemInducted Total EACH	Level 2	■	■	■	■	■	■	■
Sort-Flow	AFE 2 Rebin ItemRebinned Total EACH	Level 5	■	■	■	■	■	■	■

Performance Trend

Below is a summary of your past Productivity performance.

Period Start	Unit Count	Hours Worked	UPH	% to Goal	% to Curve	Exempted
October 31, 2018, 5:00:00 AM	■	■	■	■	■	■
October 24, 2018, 5:00:00 AM	■	■	■	■	■	■
October 17, 2018, 5:00:00 AM	■	■	■	■	■	■
October 10, 2018, 5:00:00 AM	■	■	■	■	■	■
October 03, 2018, 5:00:00 AM	■	■	■	■	■	■
September 26, 2018, 5:00:00 AM	■	■	■	■	■	■

Areas of Improvement Required by Associate

You are expected to meet 100% of the productivity performance expectation. Please note that if an associate receives a 2nd final or a total of 6 documented counseling write-ups in a rolling 12 months, their employment will end. We are committed to assisting you in improving your productivity performance, and will assist you in addressing any job related barriers that are impacting your ability to meet productivity performance expectations.

Associate Comments

Associate Signature: Acknowledged by [REDACTED] (BadgeID: [REDACTED])

Date: November 13, 2018, 4:48:12 AM

CONFIDENTIAL**AMZ-BRY002098**

CONFIDENTIAL

Manager Signature: Acknowledged by Alexander,Ashley (BadgeID: 0216975)

Date: November 13, 2018, 4:48:12 AM

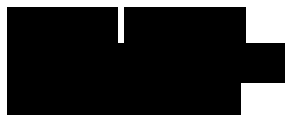
CONFIDENTIAL

AMZ-BRY002099

CONFIDENTIAL



4/28/2020



Dear [REDACTED] (EEID [REDACTED]):

This letter confirms that the date of involuntary termination of your employment with Amazon.com Services LLC is April 27, 2020.

You have executed a Confidentiality and Invention Assignment Agreement with the Company. You are reminded that certain provisions of the agreement survive the termination of your employment with the Company and remain in full force and effect. Your agreement is available for review in the MyDocs portal for 90 calendar days after the end of your employment.

We wish you the best in your future endeavors.

Sincerely,
Amazon Human Resources



CONFIDENTIAL

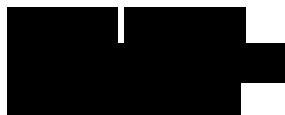


AMZ-BRY002100

CONFIDENTIAL



4/28/2020



Dear [REDACTED] (EEID: [REDACTED]):

This letter confirms that the date of involuntary termination of your employment with Amazon.com Services LLC is April 27, 2020.

You have executed a Confidentiality and Invention Assignment Agreement with the Company. You are reminded that certain provisions of the agreement survive the termination of your employment with the Company and remain in full force and effect. Your agreement is available for review in the MyDocs portal for 90 calendar days after the end of your employment.

We wish you the best in your future endeavors.

Sincerely,
Amazon Human Resources



CONFIDENTIAL



AMZ-BRY002101

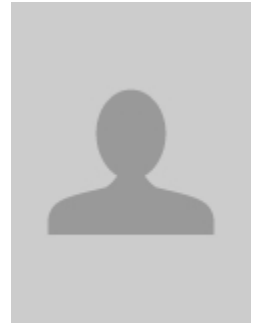
CONFIDENTIAL

Acknowledged by associate on June 08, 2020, 3:26:01 AM - Delivered by Li,Anthony (linthon)

Supportive Feedback Document Behavioral - Final Written



Associate Name: Mcdaniels,Kourtnee (mcdankou)
Manager Name: Hawkins,De'Von (NL4-1845)
Created On: June 08, 2020, 3:26:01 AM



Summary

Your recent job performance is not meeting Behavioral expectations. Meeting performance standards is a critical component of your job. This document provides specific details about your performance and how you are not meeting expectations. In addition, this document describes the steps you and your manager will take to assist you in improving your performance. As a part of this conversation we are interested in understanding what barriers you think need to be removed, or what improvements can be made which would potentially assist you in improving your performance.

Communication History

The following is a summary of your behavioral feedback:

Level	Count	Most Recent
Documented Coaching	3	January 19, 2020, 5:48:58 AM
Termination	1	April 25, 2020, 11:38:53 PM
First Written	1	September 08, 2019, 1:50:09 AM
Verbal Coaching	1	June 20, 2019, 1:23:32 AM

Details of Current Incident/Specific Concerns

On 4.19.202 at approximately 12:30 am, per your witness statement during the STU you admitted saying "fucking leave me alone" to area manager Himansu Patel. The following feedback pertains to Amazon's Standards of Conduct as a Category 2 violation of the Standards of Conduct. The policy classifies abusive, vulgar, or harassing language to a supervisor, fellow associate, or vendor as a Category 2 violation of the Standards of Conduct.

Areas of Improvement Required by Associate

The Standards of Conduct strive to establish a collaborative, non-hostile work environment. The acts of inappropriate behavior creates a hostile atmosphere and may offend others. You are expected to be in compliance with the Standards of Conduct policy at all times while working in the Fulfillment Center. Please note that If an associate receives 2 finals or a total of 6 documented counseling write-ups in a rolling 12 months, their employment will end. Continued violation of this policy may result in further corrective action, up to and including termination.

Associate Comments

I acknowledge that I have been informed of my right to appeal this feedback if I meet all eligibility requirements defined by the Appeals Policy, and that I know where to obtain an appeals packet.

Associate Signature: Acknowledged by Mcdaniels,Kourtnee (BadgeID: 12099535)

Date: June 08, 2020, 3:26:01 AM

Manager Signature: Acknowledged by Li,Anthony (BadgeID: 12431042)

Date: June 08, 2020, 3:26:01 AM

CONFIDENTIAL

AMZ-BRY002068

Acknowledged by associate on September 08, 2019, 1:53:24 AM - Delivered by Outeiral,Kelly janice (outkelly)

Supportive Feedback Document Behavioral - First Written



Associate Name: Mcdaniels,Kourtnee (mcdakour)
Manager Name: Dar,Shehzad (NL4-1830)
Created On: September 08, 2019, 1:53:24 AM



Summary

Your recent job performance is not meeting Behavioral expectations. Meeting performance standards is a critical component of your job. This document provides specific details about your performance and how you are not meeting expectations. In addition, this document describes the steps you and your manager will take to assist you in improving your performance. As a part of this conversation we are interested in understanding what barriers you think need to be removed, or what improvements can be made which would potentially assist you in improving your performance.

Communication History

The following is a summary of your behavioral feedback:

Level	Count	Most Recent
Documented Coaching	5	June 10, 2019, 1:57:16 AM
Verbal Coaching	3	June 20, 2019, 1:23:32 AM

Details of Current Incident/Specific Concerns

The following feedback pertains to Amazon's Standards of Conduct as a Category 2 violation of the Standards of Conduct. The policy classifies abusive, vulgar, or harassing language to a supervisor, fellow associate, or vendor as a Category 2 violation of the Standards of Conduct. on 9/9/19 you were seen around 1AM having a conversation with PA Himansu where you were upset that you were being moved to rebin, reason why you did not want to move to that station path was because of how it will effect your rate. After speaking with Sr HRA Kelly and HRA Tanya you admitted to cursing to your PA saying "are you gonna keep f*cking watching me i dont need a babysitter"

Areas of Improvement Required by Associate

The Standards of Conduct strive to establish a collaborative, non-hostile work environment. The acts of inappropriate behavior creates a hostile atmosphere and may offend others. You are expected to be in compliance with the Standards of Conduct policy at all times while working in the Fulfillment Center. Continued violation of this policy may result in further corrective action, up to and including termination.

Associate Comments

Associate Signature: Acknowledged by Mcdaniels,Kourtnee (BadgeID: 12099535)

Date: September 08, 2019, 1:53:24 AM

Manager Signature: Acknowledged by Outeiral,Kelly janice (BadgeID: 12307653)

Date: September 08, 2019, 1:53:24 AM

CONFIDENTIAL

Acknowledged by associate on July 11, 2020, 7:36:58 AM - Delivered by Anderson,Christopher Ryan (andrsc)

Supportive Feedback Document Unpaid Personal Time - Notice



Associate Name: [REDACTED]

Manager Name: Anderson,Christopher Ryan (DH3-0700)

Created On: July 11, 2020, 7:36:59 AM

Summary

We value you as a team member and appreciate the effort you give to ensure we are the Earth's most customer centric company! As an owner, we want you to be successful. You start your employment with a bank of Unpaid Personal Time (UPT), in addition to paid vacation and personal time. Your UPT bank is refreshed with an additional 20 hours each quarter (up to a maximum of 80 hours). This conversation is to make sure you know where you stand with your bank of UPT and the date your bank will be refreshed. This is just a friendly reminder: if your UPT balance is depleted past zero and you have no paid personal time available or other approved leave options, as described in the attendance policy, termination of employment will occur. So, please make sure you track your UPT balance and manage your time. If you have questions or need help, just ask!

Communication History

The following is a summary of your unpaid personal time feedback:

Level	Count	Most Recent
Notice	2	October 08, 2019, 12:00:00 AM

Details of Current Incident/Specific Concerns

We value you as a team member and appreciate the effort you give to ensure we are the Earth's most customer centric company! As an owner, we want you to be successful. You start your employment with a bank of Unpaid Personal Time (UPT), in addition to paid vacation and personal time. Your UPT bank is refreshed with an additional 20 hours each quarter (up to a maximum of 80 hours). This conversation is to make sure you know where you stand with your bank of UPT and the date your bank will be refreshed. Your next 20-hour allotment of UPT will be deposited into your UPT bank on: **October 01, 2020**, Current UPT Balance is **14**, As of: **July 08, 2020**

Associate Comments

Associate Signature: Acknowledged by [REDACTED] (BadgeID: [REDACTED])

Date: July 11, 2020, 7:36:58 AM

Manager Signature: Acknowledged by Anderson,Christopher Ryan (BadgeID: 0034679)

Date: July 11, 2020, 7:36:58 AM

CONFIDENTIAL

AMZ-BRY001944

CONFIDENTIAL

Acknowledged by associate on October 12, 2019, 3:39:13 PM - Delivered by Leuck,Lawrence (leuckl)

Supportive Feedback Document Unpaid Personal Time - Notice



Associate Name: [REDACTED]
Manager Name: Leuck,Lawrence (DH3-0700)
Created On: October 12, 2019, 3:39:13 PM

Summary

We value you as a team member and appreciate the effort you give to ensure we are the Earth's most customer centric company! As an owner, we want you to be successful. You start your employment with a bank of Unpaid Personal Time (UPT), in addition to paid vacation and personal time. Your UPT bank is refreshed with an additional 20 hours each quarter (up to a maximum of 80 hours). This conversation is to make sure you know where you stand with your bank of UPT and the date your bank will be refreshed. This is just a friendly reminder: if your UPT balance is depleted past zero and you have no paid personal time available or other approved leave options, as described in the attendance policy, termination of employment will occur. So, please make sure you track your UPT balance and manage your time. If you have questions or need help, just ask!

Communication History

The following is a summary of your unpaid personal time feedback:

Level	Count	Most Recent
Notice	3	July 18, 2019, 12:00:00 AM

Details of Current Incident/Specific Concerns

We value you as a team member and appreciate the effort you give to ensure we are the Earth's most customer centric company! As an owner, we want you to be successful. You start your employment with a bank of Unpaid Personal Time (UPT), in addition to paid vacation and personal time. Your UPT bank is refreshed with an additional 20 hours each quarter (up to a maximum of 80 hours). This conversation is to make sure you know where you stand with your bank of UPT and the date your bank will be refreshed. Your next 20-hour allotment of UPT will be deposited into your UPT bank on: **January 01, 2020**, Current UPT Balance is **14**, As of: **October 09, 2019**

Associate Comments

Associate Signature: Acknowledged by [REDACTED] (BadgeID: [REDACTED])

Date: October 12, 2019, 3:39:13 PM

Manager Signature: Acknowledged by Leuck,Lawrence (BadgeID: 0123000)

Date: October 12, 2019, 3:39:13 PM

CONFIDENTIAL**AMZ-BRY001945**

CONFIDENTIAL

Acknowledged by associate on July 21, 2019, 8:04:04 PM - Delivered by Haslam,Thomas Joseph (thaslam)

Supportive Feedback Document Unpaid Personal Time - Notice

**Associate Name:** [REDACTED]**Manager Name:** Anderson,Christopher Ryan (NH3-1800)**Created On:** July 21, 2019, 8:04:04 PM

Summary

We value you as a team member and appreciate the effort you give to ensure we are the Earth's most customer centric company! As an owner, we want you to be successful. You start your employment with a bank of Unpaid Personal Time (UPT), in addition to paid vacation and personal time. Your UPT bank is refreshed with an additional 20 hours each quarter (up to a maximum of 80 hours). This conversation is to make sure you know where you stand with your bank of UPT and the date your bank will be refreshed. This is just a friendly reminder: if your UPT balance is depleted past zero and you have no paid personal time available or other approved leave options, as described in the attendance policy, termination of employment will occur. So, please make sure you track your UPT balance and manage your time. If you have questions or need help, just ask!

Communication History

The following is a summary of your unpaid personal time feedback:

Level	Count	Most Recent
Notice	2	January 16, 2019, 12:00:00 AM

Details of Current Incident/Specific Concerns

We value you as a team member and appreciate the effort you give to ensure we are the Earth's most customer centric company! As an owner, we want you to be successful. You start your employment with a bank of Unpaid Personal Time (UPT), in addition to paid vacation and personal time. Your UPT bank is refreshed with an additional 20 hours each quarter (up to a maximum of 80 hours). This conversation is to make sure you know where you stand with your bank of UPT and the date your bank will be refreshed. Your next 20-hour allotment of UPT will be deposited into your UPT bank on: **October 01, 2019**, Current UPT Balance is **9**, As of: **July 21, 2019**

Associate Comments

Associate Signature: Acknowledged by [REDACTED] (BadgeID: [REDACTED])**Date:** July 21, 2019, 8:04:04 PM**Manager Signature:** Acknowledged by Haslam,Thomas Joseph (BadgeID: 11940071)**Date:** July 21, 2019, 8:04:04 PM**CONFIDENTIAL****AMZ-BRY001946**

CONFIDENTIAL

Acknowledged by associate on January 18, 2019, 9:17:44 PM - Delivered by LLuberes,Rodolfo (lluberes)

Supportive Feedback Document Unpaid Personal Time - Notice



Associate Name: [REDACTED]
Manager Name: Clancy,Tom (NH3-1800)
Created On: January 18, 2019, 9:17:45 PM

Summary

We value you as a team member and appreciate the effort you give to ensure we are the Earth's most customer centric company! As an owner, we want you to be successful. You start your employment with a bank of Unpaid Personal Time (UPT), in addition to paid vacation and personal time. Your UPT bank is refreshed with an additional 20 hours each quarter (up to a maximum of 80 hours). This conversation is to make sure you know where you stand with your bank of UPT and the date your bank will be refreshed. This is just a friendly reminder: if your UPT balance is depleted past zero and you have no paid personal time available or other approved leave options, as described in the attendance policy, termination of employment will occur. So, please make sure you track your UPT balance and manage your time. If you have questions or need help, just ask!

Communication History

The following is a summary of your unpaid personal time feedback:

Level	Count	Most Recent
Notice	3	October 24, 2018, 12:00:00 AM

Details of Current Incident/Specific Concerns

We value you as a team member and appreciate the effort you give to ensure we are the Earth's most customer centric company! As an owner, we want you to be successful. You start your employment with a bank of Unpaid Personal Time (UPT), in addition to paid vacation and personal time. Your UPT bank is refreshed with an additional 20 hours each quarter (up to a maximum of 80 hours). This conversation is to make sure you know where you stand with your bank of UPT and the date your bank will be refreshed. Your next 20-hour allotment of UPT will be deposited into your UPT bank on: **April 01, 2019**, Current UPT Balance is **11**, As of: **January 16, 2019**

Associate Comments

Associate Signature: Acknowledged by [REDACTED] (BadgeID: [REDACTED])

Date: January 18, 2019, 9:17:44 PM

Manager Signature: Acknowledged by LLuberes,Rodolfo (BadgeID: 0044828)

Date: January 18, 2019, 9:17:44 PM

CONFIDENTIAL**AMZ-BRY001947**

CONFIDENTIAL

Acknowledged by associate on October 27, 2018, 3:35:56 AM - Delivered by Clancy,Tom (tcclanc)

Supportive Feedback Document Unpaid Personal Time - Notice



Associate Name: [REDACTED]
Manager Name: Clancy,Tom (NH3-1800)
Created On: October 27, 2018, 3:35:56 AM

Summary

We value you as a team member and appreciate the effort you give to ensure we are the Earth's most customer centric company! As an owner, we want you to be successful. You start your employment with a bank of Unpaid Personal Time (UPT), in addition to paid vacation and personal time. Your UPT bank is refreshed with an additional 20 hours each quarter (up to a maximum of 80 hours). This conversation is to make sure you know where you stand with your bank of UPT and the date your bank will be refreshed. This is just a friendly reminder: if your UPT balance is depleted past zero and you have no paid personal time available or other approved leave options, as described in the attendance policy, termination of employment will occur. So, please make sure you track your UPT balance and manage your time. If you have questions or need help, just ask!

Communication History

The following is a summary of your unpaid personal time feedback:

Level	Count	Most Recent
Notice	2	April 24, 2018, 12:00:00 AM

Details of Current Incident/Specific Concerns

We value you as a team member and appreciate the effort you give to ensure we are the Earth's most customer centric company! As an owner, we want you to be successful. You start your employment with a bank of Unpaid Personal Time (UPT), in addition to paid vacation and personal time. Your UPT bank is refreshed with an additional 20 hours each quarter (up to a maximum of 80 hours). This conversation is to make sure you know where you stand with your bank of UPT and the date your bank will be refreshed. Your next 20-hour allotment of UPT will be deposited into your UPT bank on: **January 01, 2019**, Current UPT Balance is **10**, As of: **October 24, 2018**

Associate Comments

Associate Signature: Acknowledged by [REDACTED] (BadgeID: [REDACTED])

Date: October 27, 2018, 3:35:56 AM

Manager Signature: Acknowledged by Clancy,Tom (BadgeID: 11006713)

Date: October 27, 2018, 3:35:56 AM

CONFIDENTIAL**AMZ-BRY001948**

CONFIDENTIAL

Refused to sign by associate on April 28, 2018, 1:41:41 AM - Delivered by Carranza,Kat (carranzk)

Supportive Feedback Document Unpaid Personal Time - Notice



Associate Name: [REDACTED]
Manager Name: Spells,Regina (NH3-1800)
Created On: April 28, 2018, 1:41:41 AM

Summary

We value you as a team member and appreciate the effort you give to ensure we are the Earth's most customer centric company! As an owner, we want you to be successful. You start your employment with a bank of Unpaid Personal Time (UPT), in addition to paid vacation and personal time. Your UPT bank is refreshed with an additional 20 hours each quarter (up to a maximum of 80 hours). This conversation is to make sure you know where you stand with your bank of UPT and the date your bank will be refreshed. This is just a friendly reminder: if your UPT balance is depleted past zero and you have no paid personal time available or other approved leave options, as described in the attendance policy, termination of employment will occur. So, please make sure you track your UPT balance and manage your time. If you have questions or need help, just ask!

Communication History

The following is a summary of your unpaid personal time feedback:

Level	Count	Most Recent
Notice	1	February 28, 2018, 12:00:00 AM

Details of Current Incident/Specific Concerns

We value you as a team member and appreciate the effort you give to ensure we are the Earth's most customer centric company! As an owner, we want you to be successful. You start your employment with a bank of Unpaid Personal Time (UPT), in addition to paid vacation and personal time. Your UPT bank is refreshed with an additional 20 hours each quarter (up to a maximum of 80 hours). This conversation is to make sure you know where you stand with your bank of UPT and the date your bank will be refreshed. Your next 20-hour allotment of UPT will be deposited into your UPT bank on: **July 01, 2018**, Current UPT Balance is **3**, As of: **April 25, 2018**

Associate Comments

Associate Signature: [REDACTED] REFUSED TO SIGN

Date: April 28, 2018, 1:41:41 AM

Manager Signature: Acknowledged by Carranza,Kat (BadgeID: 12371851)

Date: April 28, 2018, 1:41:41 AM

CONFIDENTIAL**AMZ-BRY001949**

CONFIDENTIAL

Acknowledged by associate on March 02, 2018, 9:10:15 PM - Delivered by Spells,Regina (spellr)

Supportive Feedback Document Unpaid Personal Time - Notice



Associate Name: [REDACTED]
Manager Name: Spells,Regina (NH3-1800)
Created On: March 02, 2018, 9:10:15 PM

Summary

We value you as a team member and appreciate the effort you give to ensure we are the Earth's most customer centric company! As an owner, we want you to be successful. You start your employment with a bank of Unpaid Personal Time (UPT), in addition to paid vacation and personal time. Your UPT bank is refreshed with an additional 20 hours each quarter (up to a maximum of 80 hours). This conversation is to make sure you know where you stand with your bank of UPT and the date your bank will be refreshed. This is just a friendly reminder; if your UPT balance is depleted past zero and you have no paid personal time available or other approved leave options, as described in the attendance policy, termination of employment will occur. So, please make sure you track your UPT balance and manage your time. If you have questions or need help, just ask!

Communication History

The following is a summary of your unpaid personal time feedback:

Level	Count	Most Recent
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Details of Current Incident/Specific Concerns

We value you as a team member and appreciate the effort you give to ensure we are the Earth's most customer centric company! As an owner, we want you to be successful. You start your employment with a bank of Unpaid Personal Time (UPT), in addition to paid vacation and personal time. Your UPT bank is refreshed with an additional 20 hours each quarter (up to a maximum of 80 hours). This conversation is to make sure you know where you stand with your bank of UPT and the date your bank will be refreshed. Your next 20-hour allotment of UPT will be deposited into your UPT bank on: **April 01, 2018**, Current UPT Balance is **0**, As of: **February 28, 2018**

Associate Comments

Associate Signature: Acknowledged by [REDACTED] (BadgelID: [REDACTED])

Date: March 02, 2018, 9:10:15 PM

Manager Signature: Acknowledged by Spells,Regina (BadgelID: 12071078)

Date: March 02, 2018, 9:10:15 PM

CONFIDENTIAL**AMZ-BRY001950**

CONFIDENTIAL

Acknowledged by associate on October 09, 2020, 2:04:03 PM - Delivered by Anderson,Christopher Ryan (andrsc)

Supportive Feedback Document Unpaid Personal Time - Notice

**Associate Name:** [REDACTED]**Manager Name:** Anderson,Christopher Ryan (DH3-0700)**Created On:** October 09, 2020, 2:04:03 PM

Summary

We value you as a team member and appreciate the effort you give to ensure we are the Earth's most customer centric company! As an owner, we want you to be successful. You start your employment with a bank of Unpaid Personal Time (UPT), in addition to paid vacation and personal time. Your UPT bank is refreshed with an additional 20 hours each quarter (up to a maximum of 80 hours). This conversation is to make sure you know where you stand with your bank of UPT and the date your bank will be refreshed. This is just a friendly reminder: if your UPT balance is depleted past zero and you have no paid personal time available or other approved leave options, as described in the attendance policy, termination of employment will occur. So, please make sure you track your UPT balance and manage your time. If you have questions or need help, just ask!

Communication History

The following is a summary of your unpaid personal time feedback:

Level	Count	Most Recent
Notice	2	July 05, 2020, 12:00:00 AM

Details of Current Incident/Specific Concerns

We value you as a team member and appreciate the effort you give to ensure we are the Earth's most customer centric company! As an owner, we want you to be successful. You start your employment with a bank of Unpaid Personal Time (UPT), in addition to paid vacation and personal time. Your UPT bank is refreshed with an additional 20 hours each quarter (up to a maximum of 80 hours). This conversation is to make sure you know where you stand with your bank of UPT and the date your bank will be refreshed. Your next 20-hour allotment of UPT will be deposited into your UPT bank on: **January 01, 2021**, Current UPT Balance is **13**, As of: **October 07, 2020**

Associate Comments

Associate Signature: Acknowledged by [REDACTED] (BadgeID: [REDACTED])**Date:** October 09, 2020, 2:04:03 PM**Manager Signature:** Acknowledged by Anderson,Christopher Ryan (BadgeID: 0034679)**Date:** October 09, 2020, 2:04:03 PM**CONFIDENTIAL****AMZ-BRY001951**

CONFIDENTIAL

Acknowledged by associate on July 11, 2020, 7:36:58 AM - Delivered by Anderson,Christopher Ryan (andrsc)

Supportive Feedback Document Unpaid Personal Time - Notice

**Associate Name:** [REDACTED]**Manager Name:** Anderson,Christopher Ryan (DH3-0700)**Created On:** July 11, 2020, 7:36:59 AM

Summary

We value you as a team member and appreciate the effort you give to ensure we are the Earth's most customer centric company! As an owner, we want you to be successful. You start your employment with a bank of Unpaid Personal Time (UPT), in addition to paid vacation and personal time. Your UPT bank is refreshed with an additional 20 hours each quarter (up to a maximum of 80 hours). This conversation is to make sure you know where you stand with your bank of UPT and the date your bank will be refreshed. This is just a friendly reminder: if your UPT balance is depleted past zero and you have no paid personal time available or other approved leave options, as described in the attendance policy, termination of employment will occur. So, please make sure you track your UPT balance and manage your time. If you have questions or need help, just ask!

Communication History

The following is a summary of your unpaid personal time feedback:

Level	Count	Most Recent
Notice	2	October 08, 2019, 12:00:00 AM

Details of Current Incident/Specific Concerns

We value you as a team member and appreciate the effort you give to ensure we are the Earth's most customer centric company! As an owner, we want you to be successful. You start your employment with a bank of Unpaid Personal Time (UPT), in addition to paid vacation and personal time. Your UPT bank is refreshed with an additional 20 hours each quarter (up to a maximum of 80 hours). This conversation is to make sure you know where you stand with your bank of UPT and the date your bank will be refreshed. Your next 20-hour allotment of UPT will be deposited into your UPT bank on: **October 01, 2020**, Current UPT Balance is **14**, As of: **July 08, 2020**

Associate Comments

Associate Signature: Acknowledged by [REDACTED] (BadgeID: [REDACTED])**Date:** July 11, 2020, 7:36:58 AM**Manager Signature:** Acknowledged by Anderson,Christopher Ryan (BadgeID: 0034679)**Date:** July 11, 2020, 7:36:58 AM**CONFIDENTIAL****AMZ-BRY001952**

CONFIDENTIAL

Acknowledged by associate on October 12, 2019, 3:39:13 PM - Delivered by Leuck,Lawrence (leuckl)

Supportive Feedback Document Unpaid Personal Time - Notice



Associate Name: [REDACTED]
Manager Name: Leuck,Lawrence (DH3-0700)
Created On: October 12, 2019, 3:39:13 PM

Summary

We value you as a team member and appreciate the effort you give to ensure we are the Earth's most customer centric company! As an owner, we want you to be successful. You start your employment with a bank of Unpaid Personal Time (UPT), in addition to paid vacation and personal time. Your UPT bank is refreshed with an additional 20 hours each quarter (up to a maximum of 80 hours). This conversation is to make sure you know where you stand with your bank of UPT and the date your bank will be refreshed. This is just a friendly reminder: if your UPT balance is depleted past zero and you have no paid personal time available or other approved leave options, as described in the attendance policy, termination of employment will occur. So, please make sure you track your UPT balance and manage your time. If you have questions or need help, just ask!

Communication History

The following is a summary of your unpaid personal time feedback:

Level	Count	Most Recent
Notice	3	July 18, 2019, 12:00:00 AM

Details of Current Incident/Specific Concerns

We value you as a team member and appreciate the effort you give to ensure we are the Earth's most customer centric company! As an owner, we want you to be successful. You start your employment with a bank of Unpaid Personal Time (UPT), in addition to paid vacation and personal time. Your UPT bank is refreshed with an additional 20 hours each quarter (up to a maximum of 80 hours). This conversation is to make sure you know where you stand with your bank of UPT and the date your bank will be refreshed. Your next 20-hour allotment of UPT will be deposited into your UPT bank on: **January 01, 2020**, Current UPT Balance is **14**, As of: **October 09, 2019**

Associate Comments

Associate Signature: Acknowledged by [REDACTED] (BadgeID: [REDACTED])

Date: October 12, 2019, 3:39:13 PM

Manager Signature: Acknowledged by Leuck,Lawrence (BadgeID: 0123000)

Date: October 12, 2019, 3:39:13 PM

CONFIDENTIAL**AMZ-BRY001953**

CONFIDENTIAL

Acknowledged by associate on July 21, 2019, 8:04:04 PM - Delivered by Haslam,Thomas Joseph (thaslam)

Supportive Feedback Document Unpaid Personal Time - Notice



Associate Name: [REDACTED]
Manager Name: Anderson,Christopher Ryan (NH3-1800)
Created On: July 21, 2019, 8:04:04 PM

Summary

We value you as a team member and appreciate the effort you give to ensure we are the Earth's most customer centric company! As an owner, we want you to be successful. You start your employment with a bank of Unpaid Personal Time (UPT), in addition to paid vacation and personal time. Your UPT bank is refreshed with an additional 20 hours each quarter (up to a maximum of 80 hours). This conversation is to make sure you know where you stand with your bank of UPT and the date your bank will be refreshed. This is just a friendly reminder: if your UPT balance is depleted past zero and you have no paid personal time available or other approved leave options, as described in the attendance policy, termination of employment will occur. So, please make sure you track your UPT balance and manage your time. If you have questions or need help, just ask!

Communication History

The following is a summary of your unpaid personal time feedback:

Level	Count	Most Recent
Notice	2	January 16, 2019, 12:00:00 AM

Details of Current Incident/Specific Concerns

We value you as a team member and appreciate the effort you give to ensure we are the Earth's most customer centric company! As an owner, we want you to be successful. You start your employment with a bank of Unpaid Personal Time (UPT), in addition to paid vacation and personal time. Your UPT bank is refreshed with an additional 20 hours each quarter (up to a maximum of 80 hours). This conversation is to make sure you know where you stand with your bank of UPT and the date your bank will be refreshed. Your next 20-hour allotment of UPT will be deposited into your UPT bank on: **October 01, 2019**, Current UPT Balance is **9**, As of: **July 21, 2019**

Associate Comments

Associate Signature: Acknowledged by [REDACTED] (BadgeID: [REDACTED])

Date: July 21, 2019, 8:04:04 PM

Manager Signature: Acknowledged by Haslam,Thomas Joseph (BadgeID: 11940071)

Date: July 21, 2019, 8:04:04 PM

CONFIDENTIAL**AMZ-BRY001954**

CONFIDENTIAL

Acknowledged by associate on January 18, 2019, 9:17:44 PM - Delivered by LLuberes,Rodolfo (lluberes)

Supportive Feedback Document Unpaid Personal Time - Notice



Associate Name: [REDACTED]
Manager Name: Clancy,Tom (NH3-1800)
Created On: January 18, 2019, 9:17:45 PM

Summary

We value you as a team member and appreciate the effort you give to ensure we are the Earth's most customer centric company! As an owner, we want you to be successful. You start your employment with a bank of Unpaid Personal Time (UPT), in addition to paid vacation and personal time. Your UPT bank is refreshed with an additional 20 hours each quarter (up to a maximum of 80 hours). This conversation is to make sure you know where you stand with your bank of UPT and the date your bank will be refreshed. This is just a friendly reminder: if your UPT balance is depleted past zero and you have no paid personal time available or other approved leave options, as described in the attendance policy, termination of employment will occur. So, please make sure you track your UPT balance and manage your time. If you have questions or need help, just ask!

Communication History

The following is a summary of your unpaid personal time feedback:

Level	Count	Most Recent
Notice	3	October 24, 2018, 12:00:00 AM

Details of Current Incident/Specific Concerns

We value you as a team member and appreciate the effort you give to ensure we are the Earth's most customer centric company! As an owner, we want you to be successful. You start your employment with a bank of Unpaid Personal Time (UPT), in addition to paid vacation and personal time. Your UPT bank is refreshed with an additional 20 hours each quarter (up to a maximum of 80 hours). This conversation is to make sure you know where you stand with your bank of UPT and the date your bank will be refreshed. Your next 20-hour allotment of UPT will be deposited into your UPT bank on: **April 01, 2019**, Current UPT Balance is **11**, As of: **January 16, 2019**

Associate Comments

Associate Signature: Acknowledged by [REDACTED] (BadgeID: [REDACTED])

Date: January 18, 2019, 9:17:44 PM

Manager Signature: Acknowledged by LLuberes,Rodolfo (BadgeID: 0044828)

Date: January 18, 2019, 9:17:44 PM

CONFIDENTIAL**AMZ-BRY001955**

CONFIDENTIAL

Acknowledged by associate on October 27, 2018, 3:35:56 AM - Delivered by Clancy,Tom (tcclanc)

Supportive Feedback Document Unpaid Personal Time - Notice



Associate Name: [REDACTED]
Manager Name: Clancy,Tom (NH3-1800)
Created On: October 27, 2018, 3:35:56 AM

Summary

We value you as a team member and appreciate the effort you give to ensure we are the Earth's most customer centric company! As an owner, we want you to be successful. You start your employment with a bank of Unpaid Personal Time (UPT), in addition to paid vacation and personal time. Your UPT bank is refreshed with an additional 20 hours each quarter (up to a maximum of 80 hours). This conversation is to make sure you know where you stand with your bank of UPT and the date your bank will be refreshed. This is just a friendly reminder: if your UPT balance is depleted past zero and you have no paid personal time available or other approved leave options, as described in the attendance policy, termination of employment will occur. So, please make sure you track your UPT balance and manage your time. If you have questions or need help, just ask!

Communication History

The following is a summary of your unpaid personal time feedback:

Level	Count	Most Recent
Notice	2	April 24, 2018, 12:00:00 AM

Details of Current Incident/Specific Concerns

We value you as a team member and appreciate the effort you give to ensure we are the Earth's most customer centric company! As an owner, we want you to be successful. You start your employment with a bank of Unpaid Personal Time (UPT), in addition to paid vacation and personal time. Your UPT bank is refreshed with an additional 20 hours each quarter (up to a maximum of 80 hours). This conversation is to make sure you know where you stand with your bank of UPT and the date your bank will be refreshed. Your next 20-hour allotment of UPT will be deposited into your UPT bank on: **January 01, 2019**, Current UPT Balance is **10**, As of: **October 24, 2018**

Associate Comments

Associate Signature: Acknowledged by [REDACTED] (BadgeID: [REDACTED])

Date: October 27, 2018, 3:35:56 AM

Manager Signature: Acknowledged by Clancy,Tom (BadgeID: 11006713)

Date: October 27, 2018, 3:35:56 AM

CONFIDENTIAL**AMZ-BRY001956**

CONFIDENTIAL

Refused to sign by associate on April 28, 2018, 1:41:41 AM - Delivered by Carranza,Kat (carranzk)

Supportive Feedback Document Unpaid Personal Time - Notice



Associate Name: [REDACTED]
Manager Name: Spells,Regina (NH3-1800)
Created On: April 28, 2018, 1:41:41 AM

Summary

We value you as a team member and appreciate the effort you give to ensure we are the Earth's most customer centric company! As an owner, we want you to be successful. You start your employment with a bank of Unpaid Personal Time (UPT), in addition to paid vacation and personal time. Your UPT bank is refreshed with an additional 20 hours each quarter (up to a maximum of 80 hours). This conversation is to make sure you know where you stand with your bank of UPT and the date your bank will be refreshed. This is just a friendly reminder: if your UPT balance is depleted past zero and you have no paid personal time available or other approved leave options, as described in the attendance policy, termination of employment will occur. So, please make sure you track your UPT balance and manage your time. If you have questions or need help, just ask!

Communication History

The following is a summary of your unpaid personal time feedback:

Level	Count	Most Recent
Notice	1	February 28, 2018, 12:00:00 AM

Details of Current Incident/Specific Concerns

We value you as a team member and appreciate the effort you give to ensure we are the Earth's most customer centric company! As an owner, we want you to be successful. You start your employment with a bank of Unpaid Personal Time (UPT), in addition to paid vacation and personal time. Your UPT bank is refreshed with an additional 20 hours each quarter (up to a maximum of 80 hours). This conversation is to make sure you know where you stand with your bank of UPT and the date your bank will be refreshed. Your next 20-hour allotment of UPT will be deposited into your UPT bank on: **July 01, 2018**, Current UPT Balance is **3**, As of: **April 25, 2018**

Associate Comments

Associate Signature: [REDACTED] REFUSED TO SIGN

Date: April 28, 2018, 1:41:41 AM

Manager Signature: Acknowledged by Carranza,Kat (BadgeID: 12371851)

Date: April 28, 2018, 1:41:41 AM

CONFIDENTIAL**AMZ-BRY001957**

CONFIDENTIAL

Acknowledged by associate on March 02, 2018, 9:10:15 PM - Delivered by Spells,Regina (spellr)

Supportive Feedback Document Unpaid Personal Time - Notice



Associate Name: [REDACTED]
Manager Name: Spells,Regina (NH3-1800)
Created On: March 02, 2018, 9:10:15 PM

Summary

We value you as a team member and appreciate the effort you give to ensure we are the Earth's most customer centric company! As an owner, we want you to be successful. You start your employment with a bank of Unpaid Personal Time (UPT), in addition to paid vacation and personal time. Your UPT bank is refreshed with an additional 20 hours each quarter (up to a maximum of 80 hours). This conversation is to make sure you know where you stand with your bank of UPT and the date your bank will be refreshed. This is just a friendly reminder; if your UPT balance is depleted past zero and you have no paid personal time available or other approved leave options, as described in the attendance policy, termination of employment will occur. So, please make sure you track your UPT balance and manage your time. If you have questions or need help, just ask!

Communication History

The following is a summary of your unpaid personal time feedback:

Level	Count	Most Recent
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Details of Current Incident/Specific Concerns

We value you as a team member and appreciate the effort you give to ensure we are the Earth's most customer centric company! As an owner, we want you to be successful. You start your employment with a bank of Unpaid Personal Time (UPT), in addition to paid vacation and personal time. Your UPT bank is refreshed with an additional 20 hours each quarter (up to a maximum of 80 hours). This conversation is to make sure you know where you stand with your bank of UPT and the date your bank will be refreshed. Your next 20-hour allotment of UPT will be deposited into your UPT bank on: **April 01, 2018**, Current UPT Balance is **0**, As of: **February 28, 2018**

Associate Comments

Associate Signature: Acknowledged by [REDACTED] (BadgelID: [REDACTED])

Date: March 02, 2018, 9:10:15 PM

Manager Signature: Acknowledged by Spells,Regina (BadgelID: 12071078)

Date: March 02, 2018, 9:10:15 PM

CONFIDENTIAL**AMZ-BRY001958**

CONFIDENTIAL

Acknowledged by associate on October 09, 2020, 2:04:03 PM - Delivered by Anderson,Christopher Ryan (andrcs)

Supportive Feedback Document Unpaid Personal Time - Notice

**Associate Name:** [REDACTED]**Manager Name:** Anderson,Christopher Ryan (DH3-0700)**Created On:** October 09, 2020, 2:04:03 PM

Summary

We value you as a team member and appreciate the effort you give to ensure we are the Earth's most customer centric company! As an owner, we want you to be successful. You start your employment with a bank of Unpaid Personal Time (UPT), in addition to paid vacation and personal time. Your UPT bank is refreshed with an additional 20 hours each quarter (up to a maximum of 80 hours). This conversation is to make sure you know where you stand with your bank of UPT and the date your bank will be refreshed. This is just a friendly reminder: if your UPT balance is depleted past zero and you have no paid personal time available or other approved leave options, as described in the attendance policy, termination of employment will occur. So, please make sure you track your UPT balance and manage your time. If you have questions or need help, just ask!

Communication History

The following is a summary of your unpaid personal time feedback:

Level	Count	Most Recent
Notice	2	July 05, 2020, 12:00:00 AM

Details of Current Incident/Specific Concerns

We value you as a team member and appreciate the effort you give to ensure we are the Earth's most customer centric company! As an owner, we want you to be successful. You start your employment with a bank of Unpaid Personal Time (UPT), in addition to paid vacation and personal time. Your UPT bank is refreshed with an additional 20 hours each quarter (up to a maximum of 80 hours). This conversation is to make sure you know where you stand with your bank of UPT and the date your bank will be refreshed. Your next 20-hour allotment of UPT will be deposited into your UPT bank on: **January 01, 2021**, Current UPT Balance is **13**, As of: **October 07, 2020**

Associate Comments

Associate Signature: Acknowledged by [REDACTED] (BadgeID: [REDACTED])**Date:** October 09, 2020, 2:04:03 PM**Manager Signature:** Acknowledged by Anderson,Christopher Ryan (BadgeID: 0034679)**Date:** October 09, 2020, 2:04:03 PM**CONFIDENTIAL****AMZ-BRY001959**

CONFIDENTIAL

Acknowledged by associate on June 30, 2019, 11:21:15 PM - Delivered by Filiater, Andrew Parke (affiliate)

Supportive Feedback Document Behavioral - First Written



Associate Name: [REDACTED]
Manager Name: Anderson, Christopher (NH3-1800)
Created On: June 30, 2019, 11:21:15 PM

Summary

Your recent job performance is not meeting Behavioral expectations. Meeting performance standards is a critical component of your job. This document provides specific details about your performance and how you are not meeting expectations. In addition, this document describes the steps you and your manager will take to assist you in improving your performance. As a part of this conversation we are interested in understanding what barriers you think need to be removed, or what improvements can be made which would potentially assist you in improving your performance.

Communication History

The following is a summary of your behavioral feedback:

Level	Count	Most Recent
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Details of Current Incident/Specific Concerns

On, 6/26/19 at approximately 4:27 am you made inappropriate comments on the floor. Specifically, you told a manager "fuck management this is bullshit"; you then cursed multiple times afterwards during the conversation. In addition, you were seen sticking your middle fingers up towards the manager and at the camera. During the STU you stated you stuck your middle fingers up at the camera and said this is fucking bullshit and wrong. You also stated you were having a temper tantrum. The following feedback pertains to Amazon's Standards of Conduct as a Category 2 violation of the Standards of Conduct. The policy classifies abusive, vulgar, or harassing language to a supervisor, fellow associate, or vendor as a Category 2 violation of the Standards of Conduct.

Areas of Improvement Required by Associate

In an effort to maintain a professional workplace for all associates, Amazon.com prohibits the repeated use of foul/inappropriate language, spreading malicious gossip or rumors about co-workers, and statements containing stereotypes about race, gender, age, religion, etc. that can make co-workers feel uncomfortable. You must be respectful and professional in all your communications, whether verbal, electronic (email) or other written. As detailed above, you have failed to meet this expectation. Continued violation of this policy may result in further corrective action, up to and including termination.

Associate Comments

Associate Signature: Acknowledged by [REDACTED] (BadgeID: [REDACTED])

Date: June 30, 2019, 11:21:15 PM

Manager Signature: Acknowledged by Filiater, Andrew Parke (BadgeID: 0254801)

Date: June 30, 2019, 11:21:15 PM

CONFIDENTIAL**AMZ-BRY001960**

CONFIDENTIAL

Acknowledged by associate on June 30, 2019, 11:21:15 PM - Delivered by Filliater, Andrew Parke (affiliate)

Supportive Feedback Document Behavioral - First Written

amazon.com

Associate Name: [REDACTED]

Manager Name: Anderson, Christopher (NH3-1800)

Created On: June 30, 2019, 11:21:15 PM

Summary

Your recent job performance is not meeting Behavioral expectations. Meeting performance standards is a critical component of your job. This document provides specific details about your performance and how you are not meeting expectations. In addition, this document describes the steps you and your manager will take to assist you in improving your performance. As a part of this conversation we are interested in understanding what barriers you think need to be removed, or what improvements can be made which would potentially assist you in improving your performance.

Communication History

The following is a summary of your behavioral feedback:

Level	Count	Most Recent
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Details of Current Incident/Specific Concerns

On, 6/26/19 at approximately 4:27 am you made inappropriate comments on the floor. Specifically, you told a manager "fuck management this is bullshit"; you then cursed multiple times afterwards during the conversation. In addition, you were seen sticking your middle fingers up towards the manager and at the camera. During the STU you stated you stuck your middle fingers up at the camera and said this is fucking bullshit and wrong. You also stated you were having a temper tantrum. The following feedback pertains to Amazon's Standards of Conduct as a Category 2 violation of the Standards of Conduct. The policy classifies abusive, vulgar, or harassing language to a supervisor, fellow associate, or vendor as a Category 2 violation of the Standards of Conduct.

Areas of Improvement Required by Associate

In an effort to maintain a professional workplace for all associates, Amazon.com prohibits the repeated use of foul/inappropriate language, spreading malicious gossip or rumors about co-workers, and statements containing stereotypes about race, gender, age, religion, etc. that can make co-workers feel uncomfortable. You must be respectful and professional in all your communications, whether verbal, electronic (email) or other written. As detailed above, you have failed to meet this expectation. Continued violation of this policy may result in further corrective action, up to and including termination.

Associate Comments

Associate Signature: Acknowledged by [REDACTED] (BadgeID: [REDACTED])

Date: June 30, 2019, 11:21:15 PM

Manager Signature: Acknowledged by Filliater, Andrew Parke (BadgeID: 0254801)

Date: June 30, 2019, 11:21:15 PM

CONFIDENTIAL

AMZ-BRY001961

CONFIDENTIAL

Acknowledged by associate on January 11, 2019, 9:34:27 PM - Delivered by LLuberes,Rodolfo (lluberes)

Supportive Feedback Document Productivity - Documented Positive



Associate Name: [REDACTED]
Manager Name: Clancy,Tom (NH3-1800)
Created On: January 11, 2019, 9:34:27 PM

Summary

Your recent job performance has met or exceeded Productivity expectations. Your manager and Amazon.com would like to take a moment to recognize your performance and thank you for your hard work.

Communication History

The following is a summary of your productivity feedback:

Level	Count	Most Recent
Verbal Positive	28	October 24, 2018
Verbal Coaching	2	December 05, 2018
Documented Positive	1	September 12, 2018
Documented Coaching	1	February 28, 2018

Details of Current Incident/Specific Concerns

Process	Function	LC	Hours	Units	UPH	Expected	% to Goal	% to Curve	Was Borrowed
Each Transfer In	Stow Each Nike NikeStow Medium EACH	Level 5	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
Each Transfer In	Stow Each Nike NikeStow Small EACH	Level 5	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]

Performance Trend

Below is a summary of your past Productivity performance.

Period Start	Unit Count	Hours Worked	UPH	% to Goal	% to Curve	Exempted
January 02, 2019, 5:00:00 AM	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
December 26, 2018, 5:00:00 AM	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
December 19, 2018, 5:00:00 AM	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
December 12, 2018, 5:00:00 AM	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
December 05, 2018, 5:00:00 AM	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
November 28, 2018, 5:00:00 AM	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]

Associate Comments

Associate Signature: Acknowledged by [REDACTED] (BadgeID: [REDACTED])

Date: January 11, 2019, 9:34:27 PM

Manager Signature: Acknowledged by LLuberes,Rodolfo (BadgeID: 0044828)

Date: January 11, 2019, 9:34:27 PM

CONFIDENTIAL**AMZ-BRY001962**

CONFIDENTIAL

Acknowledged by associate on September 14, 2018, 6:56:01 PM - Delivered by McEntee,James (jmcntee)

Supportive Feedback Document Productivity - Documented Positive



Associate Name: [REDACTED]
Manager Name: Clancy, Tom (NH3-1800)
Created On: September 14, 2018, 6:56:01 PM

Summary

Your recent job performance has met or exceeded Productivity expectations. Your manager and Amazon.com would like to take a moment to recognize your performance and thank you for your hard work.

Communication History

The following is a summary of your productivity feedback:

Level	Count	Most Recent
Verbal Coaching	1	February 21, 2018
Documented Coaching	1	February 28, 2018
Verbal Positive	25	September 05, 2018

Details of Current Incident/Specific Concerns

Process	Function	LC	Hours	Units	UPH	Expected	% to Goal	% to Curve	Was Borrowed
Each Transfer In	Each Transfer In EachStowed Medium EACH	Level 5	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
Each Transfer In	Each Transfer In EachStowed Small EACH	Level 5	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
Stow to Prime	Each Stow to Prime EachStowed Medium EACH	Level 5	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
Stow to Prime	Each Stow to Prime EachStowed Small EACH	Level 5	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]

Performance Trend

Below is a summary of your past Productivity performance.

Period Start	Unit Count	Hours Worked	UPH	% to Goal	% to Curve	Exempted
September 05, 2018, 5:00:00 AM	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
August 29, 2018, 5:00:00 AM	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
August 22, 2018, 5:00:00 AM	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
August 15, 2018, 5:00:00 AM	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
August 08, 2018, 5:00:00 AM	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
August 01, 2018, 5:00:00 AM	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]

Associate Comments

Associate Signature: Acknowledged by [REDACTED] (BadgeID: [REDACTED])

Date: September 14, 2018, 6:56:01 PM

Manager Signature: Acknowledged by McEntee,James (BadgeID: 0148286)

Date: September 14, 2018, 6:56:01 PM

CONFIDENTIAL**AMZ-BRY001963**

CONFIDENTIAL

Acknowledged by associate on January 25, 2019, 7:38:05 PM - Delivered by LLuberes,Rodolfo (lluberes)

Supportive Feedback Document Productivity - Documented Positive



Associate Name: [REDACTED]
 Manager Name: Clancy,Tom (NH3-1800)
 Created On: January 25, 2019, 7:38:05 PM

Summary

Your recent job performance has met or exceeded Productivity expectations. Your manager and Amazon.com would like to take a moment to recognize your performance and thank you for your hard work.

Communication History

The following is a summary of your productivity feedback:

Level	Count	Most Recent
Documented Coaching	1	February 28, 2018
Verbal Coaching	2	December 05, 2018
Verbal Positive	29	January 16, 2019
Documented Positive	2	January 09, 2019

Details of Current Incident/Specific Concerns

Process	Function	LC	Hours	Units	UPH	Expected	% to Goal	% to Curve	Was Borrowed
Each Transfer In	Each Transfer In EachStowed Medium EACH	Level 5	■	■	■	■	■	■	■
Each Transfer In	Each Transfer In EachStowed Small EACH	Level 5	■	■	■	■	■	■	■
Each Transfer In	Stow Each Nike NikeStow Medium EACH	Level 5	■	■	■	■	■	■	■
Each Transfer In	Stow Each Nike NikeStow Small EACH	Level 5	■	■	■	■	■	■	■
Stow to Prime	Each Stow to Prime EachStowed Medium EACH	Level 5	■	■	■	■	■	■	■
Stow to Prime	Stow Each Nike NikeStow Medium EACH	Level 5	■	■	■	■	■	■	■
Stow to Prime	Stow Each Nike NikeStow Small EACH	Level 5	■	■	■	■	■	■	■

Performance Trend

Below is a summary of your past Productivity performance.

Period Start	Unit Count	Hours Worked	UPH	% to Goal	% to Curve	Exempted
January 16, 2019, 5:00:00 AM	■	■	■	■	■	■
January 09, 2019, 5:00:00 AM	■	■	■	■	■	■
January 02, 2019, 5:00:00 AM	■	■	■	■	■	■
December 26, 2018, 5:00:00 AM	■	■	■	■	■	■
December 19, 2018, 5:00:00 AM	■	■	■	■	■	■
December 12, 2018, 5:00:00 AM	■	■	■	■	■	■

Associate Comments

Associate Signature: Acknowledged by [REDACTED] (BadgeID: [REDACTED])

Date: January 25, 2019, 7:38:05 PM

CONFIDENTIAL

AMZ-BRY001964

CONFIDENTIAL

Manager Signature: Acknowledged by LLuberes,Rodolfo (BadgeID: 0044828)

Date: January 25, 2019, 7:38:05 PM

CONFIDENTIAL

AMZ-BRY001965

CONFIDENTIAL

Acknowledged by associate on January 11, 2019, 9:34:27 PM - Delivered by LLuberes,Rodolfo (lluberes)

Supportive Feedback Document Productivity - Documented Positive



Associate Name: [REDACTED]
 Manager Name: Clancy,Tom (NH3-1800)
 Created On: January 11, 2019, 9:34:27 PM

Summary

Your recent job performance has met or exceeded Productivity expectations. Your manager and Amazon.com would like to take a moment to recognize your performance and thank you for your hard work.

Communication History

The following is a summary of your productivity feedback:

Level	Count	Most Recent
Verbal Positive	28	October 24, 2018
Verbal Coaching	2	December 05, 2018
Documented Positive	1	September 12, 2018
Documented Coaching	1	February 28, 2018

Details of Current Incident/Specific Concerns

Process	Function	LC	Hours	Units	UPH	Expected	% to Goal	% to Curve	Was Borrowed
Each Transfer In	Stow Each Nike NikeStow Medium EACH	Level 5	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
Each Transfer In	Stow Each Nike NikeStow Small EACH	Level 5	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]

Performance Trend

Below is a summary of your past Productivity performance.

Period Start	Unit Count	Hours Worked	UPH	% to Goal	% to Curve	Exempted
January 02, 2019, 5:00:00 AM	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
December 26, 2018, 5:00:00 AM	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
December 19, 2018, 5:00:00 AM	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
December 12, 2018, 5:00:00 AM	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
December 05, 2018, 5:00:00 AM	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
November 28, 2018, 5:00:00 AM	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]

Associate Comments

Associate Signature: Acknowledged by [REDACTED] (BadgeID: [REDACTED])

Date: January 11, 2019, 9:34:27 PM

Manager Signature: Acknowledged by LLuberes,Rodolfo (BadgeID: 0044828)

Date: January 11, 2019, 9:34:27 PM

CONFIDENTIAL

AMZ-BRY001966

CONFIDENTIAL

Acknowledged by associate on September 14, 2018, 6:56:01 PM - Delivered by McEntee,James (jmcntee)

Supportive Feedback Document Productivity - Documented Positive



Associate Name: [REDACTED]
Manager Name: Clancy, Tom (NH3-1800)
Created On: September 14, 2018, 6:56:01 PM

Summary

Your recent job performance has met or exceeded Productivity expectations. Your manager and Amazon.com would like to take a moment to recognize your performance and thank you for your hard work.

Communication History

The following is a summary of your productivity feedback:

Level	Count	Most Recent
Verbal Coaching	1	February 21, 2018
Documented Coaching	1	February 28, 2018
Verbal Positive	25	September 05, 2018

Details of Current Incident/Specific Concerns

Process	Function	LC	Hours	Units	UPH	Expected	% to Goal	% to Curve	Was Borrowed
Each Transfer In	Each Transfer In EachStowed Medium EACH	Level 5	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
Each Transfer In	Each Transfer In EachStowed Small EACH	Level 5	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
Stow to Prime	Each Stow to Prime EachStowed Medium EACH	Level 5	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
Stow to Prime	Each Stow to Prime EachStowed Small EACH	Level 5	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]

Performance Trend

Below is a summary of your past Productivity performance.

Period Start	Unit Count	Hours Worked	UPH	% to Goal	% to Curve	Exempted
September 05, 2018, 5:00:00 AM	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
August 29, 2018, 5:00:00 AM	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
August 22, 2018, 5:00:00 AM	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
August 15, 2018, 5:00:00 AM	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
August 08, 2018, 5:00:00 AM	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
August 01, 2018, 5:00:00 AM	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]

Associate Comments

Associate Signature: Acknowledged by [REDACTED] (BadgeID: [REDACTED])

Date: September 14, 2018, 6:56:01 PM

Manager Signature: Acknowledged by McEntee,James (BadgeID: 0148286)

Date: September 14, 2018, 6:56:01 PM

CONFIDENTIAL**AMZ-BRY001967**

CONFIDENTIAL

Acknowledged by associate on January 25, 2019, 7:38:05 PM - Delivered by LLuberes,Rodolfo (lluberes)

Supportive Feedback Document Productivity - Documented Positive



Associate Name: [REDACTED]
 Manager Name: Clancy,Tom (NH3-1800)
 Created On: January 25, 2019, 7:38:05 PM

Summary

Your recent job performance has met or exceeded Productivity expectations. Your manager and Amazon.com would like to take a moment to recognize your performance and thank you for your hard work.

Communication History

The following is a summary of your productivity feedback:

Level	Count	Most Recent
Documented Coaching	1	February 28, 2018
Verbal Coaching	2	December 05, 2018
Verbal Positive	29	January 16, 2019
Documented Positive	2	January 09, 2019

Details of Current Incident/Specific Concerns

Process	Function	LC	Hours	Units	UPH	Expected	% to Goal	% to Curve	Was Borrowed
Each Transfer In	Each Transfer In EachStowed Medium EACH	Level 5	■	■	■	■	■	■	■
Each Transfer In	Each Transfer In EachStowed Small EACH	Level 5	■	■	■	■	■	■	■
Each Transfer In	Stow Each Nike NikeStow Medium EACH	Level 5	■	■	■	■	■	■	■
Each Transfer In	Stow Each Nike NikeStow Small EACH	Level 5	■	■	■	■	■	■	■
Stow to Prime	Each Stow to Prime EachStowed Medium EACH	Level 5	■	■	■	■	■	■	■
Stow to Prime	Stow Each Nike NikeStow Medium EACH	Level 5	■	■	■	■	■	■	■
Stow to Prime	Stow Each Nike NikeStow Small EACH	Level 5	■	■	■	■	■	■	■

Performance Trend

Below is a summary of your past Productivity performance.

Period Start	Unit Count	Hours Worked	UPH	% to Goal	% to Curve	Exempted
January 16, 2019, 5:00:00 AM	■	■	■	■	■	■
January 09, 2019, 5:00:00 AM	■	■	■	■	■	■
January 02, 2019, 5:00:00 AM	■	■	■	■	■	■
December 26, 2018, 5:00:00 AM	■	■	■	■	■	■
December 19, 2018, 5:00:00 AM	■	■	■	■	■	■
December 12, 2018, 5:00:00 AM	■	■	■	■	■	■

Associate Comments

Associate Signature: Acknowledged by [REDACTED] (BadgeID: [REDACTED])

Date: January 25, 2019, 7:38:05 PM

CONFIDENTIAL

AMZ-BRY001968

CONFIDENTIAL

Manager Signature: Acknowledged by LLuberes,Rodolfo (BadgeID: 0044828)

Date: January 25, 2019, 7:38:05 PM

CONFIDENTIAL

AMZ-BRY001969

CONFIDENTIAL

Acknowledged by associate on March 02, 2018, 9:18:24 PM - Delivered by Spells,Regina (spellr)

Supportive Feedback Document

Productivity Trend - Documented Coaching



Associate Name: [REDACTED]
Manager Name: Spells,Regina (NH3-1800)
Created On: March 02, 2018, 9:18:24 PM

Summary

Your recent job performance is not meeting Productivity expectations. Meeting performance standards is a critical component of your job. This document provides specific details about your performance and how you are not meeting expectations. In addition, this document describes the steps you and your manager will take to assist you in improving your performance. As a part of this conversation we are interested in understanding what barriers you think need to be removed, or what improvements can be made which would potentially assist you in improving your performance.

Communication History

The following is a summary of your productivity feedback:

Level	Count	Most Recent
Verbal Coaching	1	February 21, 2018

Details of Current Incident/Specific Concerns

You have not met Productivity expectations 2 out of the last 6 weeks. See the Trend section below for further details.

Process	Function	LC	Hours	Units	UPH	Expected	% to Goal	% to Curve	Was Borrowed
Each Transfer In	Each Transfer In EachStowed Medium EACH	Level 4	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
Each Transfer In	Each Transfer In EachStowed Small EACH	Level 4	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
Stow to Prime	Each Stow to Prime EachStowed Medium EACH	Level 4	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
Stow to Prime	Each Stow to Prime EachStowed Small EACH	Level 4	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]

Performance Trend

Below is a summary of your past Productivity performance.

Period Start	Unit Count	Hours Worked	UPH	% to Goal	% to Curve	Exempted
February 21, 2018, 5:00:00 AM	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
February 14, 2018, 5:00:00 AM	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
February 07, 2018, 5:00:00 AM	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
January 31, 2018, 5:00:00 AM	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
January 24, 2018, 5:00:00 AM	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
January 17, 2018, 5:00:00 AM	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]

Areas of Improvement Required by Associate

You are expected to meet 100% of the productivity performance expectation. Please note that if an associate receives a 2nd final or a total of 6 documented counseling write-ups in a rolling 12 months, their employment will end. We are committed to assisting you in improving your productivity performance, and will assist you in addressing any job related barriers that are impacting your ability to meet productivity performance expectations.

Associate Comments

Associate Signature: Acknowledged by [REDACTED] (BadgelID: [REDACTED])

Date: March 02, 2018, 9:18:24 PM

Manager Signature: Acknowledged by Spells,Regina (BadgelID: 12071078)

Date: March 02, 2018, 9:18:24 PM

CONFIDENTIAL**AMZ-BRY001970**

CONFIDENTIAL

Acknowledged by associate on June 01, 2019, 4:23:22 AM - Delivered by Norwood, Trayvon (tnorwoo)

Supportive Feedback Document

Productivity Trend - Documented Coaching



Associate Name: [REDACTED]
Manager Name: Anderson, Christopher (NH3-1800)
Created On: June 01, 2019, 4:23:22 AM

Summary

Your recent job performance is not meeting Productivity expectations. Meeting performance standards is a critical component of your job. This document provides specific details about your performance and how you are not meeting expectations. In addition, this document describes the steps you and your manager will take to assist you in improving your performance. As a part of this conversation we are interested in understanding what barriers you think need to be removed, or what improvements can be made which would potentially assist you in improving your performance.

Communication History

The following is a summary of your productivity feedback:

Level	Count	Most Recent
Verbal Coaching	2	May 08, 2019
Verbal Positive	34	May 15, 2019
Documented Positive	3	January 23, 2019

Details of Current Incident/Specific Concerns

You have not met Productivity expectations 2 out of the last 6 weeks. See the Trend section below for further details.

Process	Function	LC	Hours	Units	UPH	Expected	% to Goal	% to Curve	Was Borrowed
Each Transfer In	Stow Each Nike NikeStow Medium EACH	Level 5	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
Each Transfer In	Stow Each Nike NikeStow Small EACH	Level 5	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
Stow to Prime	Stow Each Nike NikeStow Medium EACH	Level 5	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
Stow to Prime	Stow Each Nike NikeStow Small EACH	Level 5	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]

Performance Trend

Below is a summary of your past Productivity performance.

Period Start	Unit Count	Hours Worked	UPH	% to Goal	% to Curve	Exempted
May 22, 2019, 5:00:00 AM	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
May 15, 2019, 5:00:00 AM	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
May 08, 2019, 5:00:00 AM	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
May 01, 2019, 5:00:00 AM	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
April 24, 2019, 5:00:00 AM	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
April 17, 2019, 5:00:00 AM	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]

Areas of Improvement Required by Associate

You are expected to meet 100% of the productivity performance expectation. Please note that if an associate receives a 2nd final or a total of 6 documented counseling write-ups in a rolling 12 months, their employment will end. We are committed to assisting you in improving your productivity performance, and will assist you in addressing any job related barriers that are impacting your ability to meet productivity performance expectations.

Associate Comments

Associate Signature: Acknowledged by [REDACTED] (BadgeID: [REDACTED])

Date: June 01, 2019, 4:23:22 AM

CONFIDENTIAL**AMZ-BRY001972**

Manager Signature: Acknowledged by Norwood, Trayvon (BadgeID: 11943613)

Date: June 01, 2019, 4:23:22 AM

CONFIDENTIAL

Acknowledged by associate on March 02, 2018, 9:18:24 PM - Delivered by Spells,Regina (spellr)

Supportive Feedback Document

Productivity Trend - Documented Coaching



Associate Name: [REDACTED]
Manager Name: Spells,Regina (NH3-1800)
Created On: March 02, 2018, 9:18:24 PM

Summary

Your recent job performance is not meeting Productivity expectations. Meeting performance standards is a critical component of your job. This document provides specific details about your performance and how you are not meeting expectations. In addition, this document describes the steps you and your manager will take to assist you in improving your performance. As a part of this conversation we are interested in understanding what barriers you think need to be removed, or what improvements can be made which would potentially assist you in improving your performance.

Communication History

The following is a summary of your productivity feedback:

Level	Count	Most Recent
Verbal Coaching	1	February 21, 2018

Details of Current Incident/Specific Concerns

You have not met Productivity expectations 2 out of the last 6 weeks. See the Trend section below for further details.

Process	Function	LC	Hours	Units	UPH	Expected	% to Goal	% to Curve	Was Borrowed
Each Transfer In	Each Transfer In EachStowed Medium EACH	Level 4	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
Each Transfer In	Each Transfer In EachStowed Small EACH	Level 4	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
Stow to Prime	Each Stow to Prime EachStowed Medium EACH	Level 4	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
Stow to Prime	Each Stow to Prime EachStowed Small EACH	Level 4	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]

Performance Trend

Below is a summary of your past Productivity performance.

Period Start	Unit Count	Hours Worked	UPH	% to Goal	% to Curve	Exempted
February 21, 2018, 5:00:00 AM	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
February 14, 2018, 5:00:00 AM	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
February 07, 2018, 5:00:00 AM	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
January 31, 2018, 5:00:00 AM	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
January 24, 2018, 5:00:00 AM	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
January 17, 2018, 5:00:00 AM	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]

Areas of Improvement Required by Associate

You are expected to meet 100% of the productivity performance expectation. Please note that if an associate receives a 2nd final or a total of 6 documented counseling write-ups in a rolling 12 months, their employment will end. We are committed to assisting you in improving your productivity performance, and will assist you in addressing any job related barriers that are impacting your ability to meet productivity performance expectations.

Associate Comments

Associate Signature: Acknowledged by [REDACTED] (BadgelID: [REDACTED])

Date: March 02, 2018, 9:18:24 PM

Manager Signature: Acknowledged by Spells,Regina (BadgelID: 12071078)

Date: March 02, 2018, 9:18:24 PM

CONFIDENTIAL**AMZ-BRY001974**

CONFIDENTIAL

Acknowledged by associate on June 01, 2019, 4:23:22 AM - Delivered by Norwood, Trayvon (tnorwoo)

Supportive Feedback Document

Productivity Trend - Documented Coaching



Associate Name: [REDACTED]
Manager Name: Anderson, Christopher (NH3-1800)
Created On: June 01, 2019, 4:23:22 AM

Summary

Your recent job performance is not meeting Productivity expectations. Meeting performance standards is a critical component of your job. This document provides specific details about your performance and how you are not meeting expectations. In addition, this document describes the steps you and your manager will take to assist you in improving your performance. As a part of this conversation we are interested in understanding what barriers you think need to be removed, or what improvements can be made which would potentially assist you in improving your performance.

Communication History

The following is a summary of your productivity feedback:

Level	Count	Most Recent
Verbal Coaching	2	May 08, 2019
Verbal Positive	34	May 15, 2019
Documented Positive	3	January 23, 2019

Details of Current Incident/Specific Concerns

You have not met Productivity expectations 2 out of the last 6 weeks. See the Trend section below for further details.

Process	Function	LC	Hours	Units	UPH	Expected	% to Goal	% to Curve	Was Borrowed
Each Transfer In	Stow Each Nike NikeStow Medium EACH	Level 5							
Each Transfer In	Stow Each Nike NikeStow Small EACH	Level 5							
Stow to Prime	Stow Each Nike NikeStow Medium EACH	Level 5							
Stow to Prime	Stow Each Nike NikeStow Small EACH	Level 5							

Performance Trend

Below is a summary of your past Productivity performance.

Period Start	Unit Count	Hours Worked	UPH	% to Goal	% to Curve	Exempted
May 22, 2019, 5:00:00 AM						
May 15, 2019, 5:00:00 AM						
May 08, 2019, 5:00:00 AM						
May 01, 2019, 5:00:00 AM						
April 24, 2019, 5:00:00 AM						
April 17, 2019, 5:00:00 AM						

Areas of Improvement Required by Associate

You are expected to meet 100% of the productivity performance expectation. Please note that if an associate receives a 2nd final or a total of 6 documented counseling write-ups in a rolling 12 months, their employment will end. We are committed to assisting you in improving your productivity performance, and will assist you in addressing any job related barriers that are impacting your ability to meet productivity performance expectations.

Associate Comments

Associate Signature: Acknowledged by [REDACTED] (BadgeID: [REDACTED])

Date: June 01, 2019, 4:23:22 AM

CONFIDENTIAL**AMZ-BRY001976**

Manager Signature: Acknowledged by Norwood,Tray'von (BadgeID: 11943613)

Date: June 01, 2019, 4:23:22 AM

CONFIDENTIAL

Refused to sign by associate on December 21, 2018, 8:52:13 PM - Delivered by Clancy,Tom (tcclanc)

Supportive Feedback Document Quality - Second Written



Associate Name: [REDACTED]
 Manager Name: Clancy,Tom (NH3-1800)
 Created On: December 21, 2018, 8:52:13 PM

Summary

Your recent job performance is not meeting Quality expectations. Meeting performance standards is a critical component of your job. This document provides specific details about your performance and how you are not meeting expectations. In addition, this document describes the steps you and your manager will take to assist you in improving your performance. As a part of this conversation we are interested in understanding what barriers you think need to be removed, or what improvements can be made which would potentially assist you in improving your performance.

Communication History

The following is a summary of your quality feedback:

Level	Count	Most Recent
Documented Coaching	4	September 19, 2018, 5:00:00 AM
Final Written	1	April 18, 2018, 5:00:00 AM
Verbal Positive	33	November 28, 2018, 5:00:00 AM
First Written	2	December 12, 2018, 5:00:00 AM
Second Written	1	February 28, 2018, 5:00:00 AM

Details of Current Incident/Specific Concerns * Expected DPMO is per error family and not per error type

Error Family	Error Type	Errors Discovered	Units Processed	Expected DPMO*	Minimum Units	Is Excluded
Nike Stow	Processed Too Few	1	1	1	1	1
Stow	Processed Too Many	1	1	1	1	1

Error Listing * Up to 20 most recent errors shown

Date	Error Family	Error Type	Details
December 17, 2018, 1:39:00 AM	Nike Stow	Processed Too Few	[REDACTED]
December 17, 2018, 1:05:00 AM	Nike Stow	Processed Too Few	[REDACTED]
December 16, 2018, 5:15:30 AM	Stow	Processed Too Many	[REDACTED]
			[REDACTED]

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AMZ-BRY001978

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December 16, 2018, 2:17:24 AM	Stow	Processed Too Many	[REDACTED]
December 16, 2018, 12:09:22 AM	Stow	Processed Too Many	[REDACTED]
December 14, 2018, 10:29:02 PM	Stow	Processed Too Many	[REDACTED]
December 12, 2018, 4:44:06 AM	Stow	Processed Too Many	[REDACTED]
December 12, 2018, 4:04:31 AM	Stow	Processed Too Many	[REDACTED]
December 11, 2018, 12:00:13 AM	Stow	Processed Too Many	[REDACTED]

Performance Trend

Below is a summary of your past Quality performance.

Period Start	Unit Processed	Errors Discovered	DPMO	Performance %	Exempted
December 12, 2018	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
December 05, 2018	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
November 28, 2018	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
November 21, 2018	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
November 14, 2018	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
November 07, 2018	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]

Areas of Improvement Required by Associate

You are expected to meet 100% of the quality performance expectation. Please note that If an associate receives a 2nd final or a total of 6 documented counseling write-ups in a rolling 12 months, their employment will end. We are committed to assisting you in improving your quality performance, and will assist you in addressing any job related barriers that are impacting your ability to meet quality expectations.

Associate Comments

I have been stowing with minimal errors for many months and now in two weeks i have made 16 errors this is not right. i have been working towards being a PA for months and now this. I have a hard time believing i have made this many errors in two weeks.

CONFIDENTIAL**AMZ-BRY001979**

CONFIDENTIAL

Associate Signature: [REDACTED] REFUSED TO SIGN

Date: December 21, 2018, 8:52:13 PM

Manager Signature: Acknowledged by Clancy, Tom (BadgeID: 11006713)

Date: December 21, 2018, 8:52:13 PM

CONFIDENTIAL

AMZ-BRY001980

CONFIDENTIAL

Acknowledged by associate on December 14, 2018, 9:33:44 PM - Delivered by Clancy,Tom (tcclanc)

Supportive Feedback Document Quality - First Written



Associate Name: [REDACTED]
 Manager Name: Clancy,Tom (NH3-1800)
 Created On: December 14, 2018, 9:33:44 PM

Summary

Your recent job performance is not meeting Quality expectations. Meeting performance standards is a critical component of your job. This document provides specific details about your performance and how you are not meeting expectations. In addition, this document describes the steps you and your manager will take to assist you in improving your performance. As a part of this conversation we are interested in understanding what barriers you think need to be removed, or what improvements can be made which would potentially assist you in improving your performance.

Communication History

The following is a summary of your quality feedback:

Level	Count	Most Recent
Verbal Positive	33	November 28, 2018, 5:00:00 AM
Documented Coaching	4	September 19, 2018, 5:00:00 AM
First Written	1	February 14, 2018, 5:00:00 AM
Final Written	1	April 18, 2018, 5:00:00 AM
Second Written	1	February 28, 2018, 5:00:00 AM

Details of Current Incident/Specific Concerns * Expected DPMO is per error family and not per error type

Error Family	Error Type	Errors Discovered	Units Processed	Expected DPMO*	Minimum Units	Is Excluded
Nike Stow	-	1	1	1	1	1
Stow	Processed Too Few	1	1	1	1	1
Stow	Processed Too Many	1	1	1	1	1

Error Listing * Up to 20 most recent errors shown

Date	Error Family	Error Type	Details
December 10, 2018, 2:13:39 AM	Stow	Processed Too Many	[REDACTED]
December 09, 2018, 8:51:58 PM	Stow	Processed Too Many	[REDACTED]
December 09, 2018, 7:17:23 PM	Stow	Processed Too Few	[REDACTED]
			[REDACTED]

CONFIDENTIAL

AMZ-BRY001981

CONFIDENTIAL

December 04, 2018, 4:30:09 AM	Stow	Processed Too Many	[REDACTED]
December 04, 2018, 3:22:04 AM	Stow	Processed Too Many	[REDACTED]
December 04, 2018, 2:22:10 AM	Stow	Processed Too Many	[REDACTED]
December 03, 2018, 7:06:42 PM	Stow	Processed Too Few	[REDACTED]

Performance Trend

Below is a summary of your past Quality performance.

Period Start	Unit Processed	Errors Discovered	DPMO	Performance %	Exempted
December 05, 2018	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
November 28, 2018	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
November 21, 2018	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
November 14, 2018	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
November 07, 2018	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
October 31, 2018	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]

Areas of Improvement Required by Associate

You are expected to meet 100% of the quality performance expectation. Please note that If an associate receives a 2nd final or a total of 6 documented counseling write-ups in a rolling 12 months, their employment will end. We are committed to assisting you in improving your quality performance, and will assist you in addressing any job related barriers that are impacting your ability to meet quality expectations.

Associate Comments

Associate Signature: Acknowledged by [REDACTED] (BadgeID: [REDACTED])

Date: December 14, 2018, 9:33:44 PM

Manager Signature: Acknowledged by Clancy, Tom (BadgeID: 11006713)

Date: December 14, 2018, 9:33:44 PM

CONFIDENTIAL**AMZ-BRY001982**

CONFIDENTIAL

Acknowledged by associate on September 23, 2018, 2:09:22 AM - Delivered by Clancy,Tom (tcclanc)

Supportive Feedback Document Quality - Documented Coaching



Associate Name: [REDACTED]
Manager Name: Clancy,Tom (NH3-1800)
Created On: September 23, 2018, 2:09:22 AM

Summary

Your recent job performance is not meeting Quality expectations. Meeting performance standards is a critical component of your job. This document provides specific details about your performance and how you are not meeting expectations. In addition, this document describes the steps you and your manager will take to assist you in improving your performance. As a part of this conversation we are interested in understanding what barriers you think need to be removed, or what improvements can be made which would potentially assist you in improving your performance.

Communication History

The following is a summary of your quality feedback:

Level	Count	Most Recent
Second Written	1	February 28, 2018, 5:00:00 AM
Verbal Positive	25	September 12, 2018, 5:00:00 AM
Documented Coaching	3	February 21, 2018, 5:00:00 AM
First Written	1	February 14, 2018, 5:00:00 AM
Final Written	1	April 18, 2018, 5:00:00 AM

Details of Current Incident/Specific Concerns * Expected DPMO is per error family and not per error type

Error Family	Error Type	Errors Discovered	Units Processed	Expected DPMO*	Minimum Units	Is Excluded
Stow	Overage	1	1	1	1	1
Stow	Shortage	1	1	1	1	1

Error Listing * Up to 20 most recent errors shown

Date	Error Family	Error Type	Details
September 17, 2018, 2:06:28 AM	Stow	Shortage	[REDACTED]
September 17, 2018, 2:06:27 AM	Stow	Shortage	[REDACTED]
September 17, 2018, 12:32:56 AM	Stow	Overage	[REDACTED]
September 16, 2018, 10:14:36 PM	Stow	Overage	[REDACTED]
September 16, 2018, 8:53:13 PM	Stow	Shortage	[REDACTED]
September 16, 2018, 8:47:14 PM	Stow	Shortage	[REDACTED]
September 16, 2018, 8:14:56 PM	Stow	Shortage	[REDACTED]
			[REDACTED]

CONFIDENTIAL**AMZ-BRY001983**

CONFIDENTIAL

September 16, 2018, 8:14:56 PM	Stow	Shortage	[REDACTED]
September 15, 2018, 9:03:03 PM	Stow	Overage	[REDACTED]
September 15, 2018, 9:02:59 PM	Stow	Overage	[REDACTED]
September 10, 2018, 6:35:40 PM	Stow	Shortage	[REDACTED]

Performance Trend

Below is a summary of your past Quality performance.

Period Start	Unit Processed	Errors Discovered	DPMO	Performance %	Exempted
September 12, 2018	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
September 05, 2018	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
August 29, 2018	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
August 22, 2018	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
August 15, 2018	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
August 08, 2018	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]

Areas of Improvement Required by Associate

You are expected to meet 100% of the quality performance expectation. Please note that if an associate receives a 2nd final or a total of 6 documented counseling write-ups in a rolling 12 months, their employment will end. We are committed to assisting you in improving your quality performance, and will assist you in addressing any job related barriers that are impacting your ability to meet quality expectations.

Associate Comments

Associate Signature: Acknowledged by [REDACTED] (BadgeID: [REDACTED])

Date: September 23, 2018, 2:09:22 AM

Manager Signature: Acknowledged by Clancy, Tom (BadgeID: 11006713)

Date: September 23, 2018, 2:09:22 AM

CONFIDENTIAL**AMZ-BRY001984**

CONFIDENTIAL

Acknowledged by associate on April 20, 2018, 8:45:06 PM - Delivered by Spells,Regina (spellr)

Supportive Feedback Document Quality - Final Written



Associate Name: [REDACTED]
 Manager Name: Spells,Regina (NH3-1800)
 Created On: April 20, 2018, 8:45:06 PM

Summary

Your recent job performance is not meeting Quality expectations. Meeting performance standards is a critical component of your job. This document provides specific details about your performance and how you are not meeting expectations. In addition, this document describes the steps you and your manager will take to assist you in improving your performance. As a part of this conversation we are interested in understanding what barriers you think need to be removed, or what improvements can be made which would potentially assist you in improving your performance.

Communication History

The following is a summary of your quality feedback:

Level	Count	Most Recent
First Written	1	February 14, 2018, 5:00:00 AM
Second Written	1	February 28, 2018, 5:00:00 AM
Documented Coaching	3	February 21, 2018, 5:00:00 AM
Verbal Positive	6	April 11, 2018, 5:00:00 AM

Details of Current Incident/Specific Concerns * Expected DPMO is per error family and not per error type

Error Family	Error Type	Errors Discovered	Units Processed	Expected DPMO*
Stow	Overage	1	1	1
Stow	Shortage	1	1	1

Error Listing * Up to 20 most recent errors shown

Date	Error Family	Error Type	Details
April 16, 2018, 4:07:11 AM	Stow	Overage	[REDACTED]
April 16, 2018, 1:06:54 AM	Stow	Shortage	[REDACTED]
April 09, 2018, 10:57:26 PM	Stow	Shortage	[REDACTED]
April 09, 2018,			[REDACTED]

CONFIDENTIAL**AMZ-BRY001985**

CONFIDENTIAL

9:57:42 PM	Stow	Shortage	[REDACTED]
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Performance Trend

Below is a summary of your past Quality performance.

Period Start	Unit Processed	Errors Discovered	DPMO	Performance %	Exempted
April 11, 2018	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
April 04, 2018	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
March 28, 2018	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
March 21, 2018	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
March 14, 2018	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
March 07, 2018	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]

Areas of Improvement Required by Associate

You are expected to meet 100% of the quality performance expectation. Please note that If an associate receives a 2nd final or a total of 6 documented counseling write-ups in a rolling 12 months, their employment will end. We are committed to assisting you in improving your quality performance, and will assist you in addressing any job related barriers that are impacting your ability to meet quality expectations.

Associate Comments

AA is at 87 days with the company, no appeals paperwork was given

Associate Signature: Acknowledged by [REDACTED] (BadgeID: [REDACTED])

Date: April 20, 2018, 8:45:06 PM

Manager Signature: Acknowledged by Spells, Regina (BadgeID: 12071078)

Date: April 20, 2018, 8:45:06 PM

CONFIDENTIAL**AMZ-BRY001986**

CONFIDENTIAL

Acknowledged by associate on March 02, 2018, 9:17:26 PM - Delivered by Spells,Regina (spellr)

Supportive Feedback Document Quality - Second Written



Associate Name: [REDACTED]
 Manager Name: Spells,Regina (NH3-1800)
 Created On: March 02, 2018, 9:17:26 PM

Summary

Your recent job performance is not meeting Quality expectations. Meeting performance standards is a critical component of your job. This document provides specific details about your performance and how you are not meeting expectations. In addition, this document describes the steps you and your manager will take to assist you in improving your performance. As a part of this conversation we are interested in understanding what barriers you think need to be removed, or what improvements can be made which would potentially assist you in improving your performance.

Communication History

The following is a summary of your quality feedback:

Level	Count	Most Recent
First Written	1	February 14, 2018, 5:00:00 AM
Documented Coaching	3	February 21, 2018, 5:00:00 AM

Details of Current Incident/Specific Concerns * Expected DPMO is per error family and not per error type

Error Family	Error Type	Errors Discovered	Units Processed	Expected DPMO*
Stow	Overage	1	1	1
Stow	Shortage	1	1	1

Error Listing * Up to 20 most recent errors shown

Date	Error Family	Error Type	Details
February 24, 2018, 4:08:53 AM	Stow	Shortage	[REDACTED]
February 24, 2018, 3:34:21 AM	Stow	Shortage	[REDACTED]
February 24, 2018, 3:26:32 AM	Stow	Shortage	[REDACTED]
February 24, 2018, 3:10:16 AM	Stow	Shortage	[REDACTED]

CONFIDENTIAL

AMZ-BRY001987

CONFIDENTIAL

			[REDACTED]
February 24, 2018, 1:31:32 AM	Stow	Overage	[REDACTED]
February 24, 2018, 12:58:08 AM	Stow	Shortage	[REDACTED]
February 24, 2018, 12:37:08 AM	Stow	Overage	[REDACTED]
February 23, 2018, 8:36:04 PM	Stow	Shortage	[REDACTED]
February 19, 2018, 8:52:01 PM	Stow	Overage	[REDACTED]

Performance Trend

Below is a summary of your past Quality performance.

Period Start	Unit Processed	Errors Discovered	DPMO	Performance %	Exempted
February 21, 2018	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
February 14, 2018	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
February 07, 2018	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
January 31, 2018	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
January 24, 2018	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]

Areas of Improvement Required by Associate

You are expected to meet 100% of the quality performance expectation. Please note that If an associate receives a 2nd final or a total of 6 documented counseling write-ups in a rolling 12 months, their employment will end. We are committed to assisting you in improving your quality performance, and will assist you in addressing any job related barriers that are impacting your ability to meet quality expectations.

Associate Comments**CONFIDENTIAL****AMZ-BRY001988**

CONFIDENTIAL

Associate Signature: Acknowledged by [REDACTED] (BadgeID: [REDACTED])

Date: March 02, 2018, 9:17:26 PM

Manager Signature: Acknowledged by Spells, Regina (BadgeID: 12071078)

Date: March 02, 2018, 9:17:26 PM

CONFIDENTIAL

AMZ-BRY001989

CONFIDENTIAL

Acknowledged by associate on February 23, 2018, 8:02:05 PM - Delivered by Cummings,Chris (chcmm)

Supportive Feedback Document Quality - Documented Coaching



Associate Name: [REDACTED]
 Manager Name: Spells, Regina (NH3-1800)
 Created On: February 23, 2018, 8:02:05 PM

Summary

Your recent job performance is not meeting Quality expectations. Meeting performance standards is a critical component of your job. This document provides specific details about your performance and how you are not meeting expectations. In addition, this document describes the steps you and your manager will take to assist you in improving your performance. As a part of this conversation we are interested in understanding what barriers you think need to be removed, or what improvements can be made which would potentially assist you in improving your performance.

Communication History

The following is a summary of your quality feedback:

Level	Count	Most Recent
First Written	1	February 14, 2018, 5:00:00 AM
Documented Coaching	2	February 07, 2018, 5:00:00 AM

Details of Current Incident/Specific Concerns * Expected DPMO is per error family and not per error type

Error Family	Error Type	Errors Discovered	Units Processed	Expected DPMO*
Stow	Overage	1	1	1
Stow	Shortage	1	1	1

Error Listing * Up to 20 most recent errors shown

Date	Error Family	Error Type	Details
February 19, 2018, 1:28:58 AM	Stow	Shortage	[REDACTED]
February 19, 2018, 1:19:01 AM	Stow	Overage	[REDACTED]
February 19, 2018, 12:34:38 AM	Stow	Shortage	[REDACTED]
February 16, 2018, 10:55:01 PM	Stow	Shortage	[REDACTED]

CONFIDENTIAL**AMZ-BRY001990**

CONFIDENTIAL

February 16, 2018, 10:37:09 PM	Stow	Shortage	[REDACTED]
February 16, 2018, 7:40:22 PM	Stow	Shortage	[REDACTED]
February 13, 2018, 2:31:52 AM	Stow	Shortage	[REDACTED]
February 13, 2018, 1:47:50 AM	Stow	Shortage	[REDACTED]
February 13, 2018, 1:46:28 AM	Stow	Shortage	[REDACTED]
February 13, 2018, 12:07:40 AM	Stow	Shortage	[REDACTED]
February 13, 2018, 12:07:40 AM	Stow	Shortage	[REDACTED]
February 12, 2018, 10:57:26 PM	Stow	Overage	[REDACTED]

CONFIDENTIAL**AMZ-BRY001991**

CONFIDENTIAL

February 12, 2018, 9:22:49 PM	Stow	Overage	[REDACTED]
February 12, 2018, 7:33:21 PM	Stow	Shortage	[REDACTED]
February 12, 2018, 7:11:01 PM	Stow	Shortage	[REDACTED]
February 12, 2018, 7:09:27 PM	Stow	Shortage	[REDACTED]

Performance Trend

Below is a summary of your past Quality performance.

Period Start	Unit Processed	Errors Discovered	DPMO	Performance %	Exempted
February 14, 2018	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
February 07, 2018	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
January 31, 2018	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
January 24, 2018	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]

Areas of Improvement Required by Associate

You are expected to meet 100% of the quality performance expectation. Please note that If an associate receives a 2nd final or a total of 6 documented counseling write-ups in a rolling 12 months, their employment will end. We are committed to assisting you in improving your quality performance, and will assist you in addressing any job related barriers that are impacting your ability to meet quality expectations.

Associate Comments

Associate Signature: Acknowledged by [REDACTED] (BadgeID: [REDACTED])

Date: February 23, 2018, 8:02:05 PM

Manager Signature: Acknowledged by Cummings,Chris (BadgeID: 12266192)

Date: February 23, 2018, 8:02:05 PM

CONFIDENTIAL**AMZ-BRY001992**

CONFIDENTIAL

Acknowledged by associate on February 16, 2018, 9:52:21 PM - Delivered by Torres,Juan (torrsnj)

Supportive Feedback Document Quality - First Written



Associate Name: [REDACTED]
 Manager Name: Spells,Regina (NH3-1800)
 Created On: February 16, 2018, 9:52:21 PM

Summary

Your recent job performance is not meeting Quality expectations. Meeting performance standards is a critical component of your job. This document provides specific details about your performance and how you are not meeting expectations. In addition, this document describes the steps you and your manager will take to assist you in improving your performance. As a part of this conversation we are interested in understanding what barriers you think need to be removed, or what improvements can be made which would potentially assist you in improving your performance.

Communication History

The following is a summary of your quality feedback:

Level	Count	Most Recent
Documented Coaching	2	February 07, 2018, 5:00:00 AM

Details of Current Incident/Specific Concerns * Expected DPMO is per error family and not per error type

Error Family	Error Type	Errors Discovered	Units Processed	Expected DPMO*
Stow	Overage	1	1	1
Stow	Shortage	1	1	1

Error Listing * Up to 20 most recent errors shown

Date	Error Family	Error Type	Details
February 12, 2018, 4:04:40 AM	Stow	Shortage	[REDACTED]
February 11, 2018, 9:07:02 PM	Stow	Shortage	[REDACTED]
February 11, 2018, 8:33:21 PM	Stow	Shortage	[REDACTED]
February 11, 2018, 3:03:52 AM	Stow	Shortage	[REDACTED]

CONFIDENTIAL

AMZ-BRY001993

CONFIDENTIAL

February 10, 2018, 9:27:23 PM	Stow	Shortage	[REDACTED]
February 10, 2018, 2:38:07 AM	Stow	Overage	[REDACTED]
February 10, 2018, 12:32:24 AM	Stow	Shortage	[REDACTED]
February 05, 2018, 11:07:25 PM	Stow	Shortage	[REDACTED]
February 05, 2018, 6:27:44 PM	Stow	Shortage	[REDACTED]

Performance Trend

Below is a summary of your past Quality performance.

Period Start	Unit Processed	Errors Discovered	DPMO	Performance %	Exempted
February 07, 2018	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
January 31, 2018	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
January 24, 2018	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]

Areas of Improvement Required by Associate

You are expected to meet 100% of the quality performance expectation. Please note that If an associate receives a 2nd final or a total of 6 documented counseling write-ups in a rolling 12 months, their employment will end. We are committed to assisting you in improving your quality performance, and will assist you in addressing any job related barriers that are impacting your ability to meet quality expectations.

Associate Comments

I understood, based on a previous conversation I had with my manager, that this was going to be down graded into a verbal coach.

Associate Signature: Acknowledged by [REDACTED] (BadgeID: [REDACTED])

Date: February 16, 2018, 9:52:21 PM

Manager Signature: Acknowledged by Torres, Juan (BadgeID: 11923398)

Date: February 16, 2018, 9:52:21 PM

CONFIDENTIAL**AMZ-BRY001994**

CONFIDENTIAL

Acknowledged by associate on February 09, 2018, 10:30:52 PM - Delivered by Spells, Regina (spellr)

Supportive Feedback Document Quality - Documented Coaching



Associate Name: [REDACTED]
Manager Name: Spells, Regina (NH3-1800)
Created On: February 09, 2018, 10:30:52 PM

Summary

Your recent job performance is not meeting Quality expectations. Meeting performance standards is a critical component of your job. This document provides specific details about your performance and how you are not meeting expectations. In addition, this document describes the steps you and your manager will take to assist you in improving your performance. As a part of this conversation we are interested in understanding what barriers you think need to be removed, or what improvements can be made which would potentially assist you in improving your performance.

Communication History

The following is a summary of your quality feedback:

Level	Count	Most Recent
Documented Coaching	1	January 31, 2018, 5:00:00 AM

Details of Current Incident/Specific Concerns * Expected DPMO is per error family and not per error type

Error Family	Error Type	Errors Discovered	Units Processed	Expected DPMO*
Stow	Overage	1	1	1
Stow	Shortage	1	1	1

Error Listing * Up to 20 most recent errors shown

Date	Error Family	Error Type	Details
February 05, 2018, 4:18:32 AM	Stow	Shortage	[REDACTED]
February 05, 2018, 3:46:43 AM	Stow	Shortage	[REDACTED]
February 05, 2018, 3:31:39 AM	Stow	Shortage	[REDACTED]
February 05, 2018, 3:09:22 AM	Stow	Shortage	[REDACTED]
February 05, 2018,	Stow	Shortage	[REDACTED]

CONFIDENTIAL**AMZ-BRY001996**

CONFIDENTIAL

2:33:20 AM			[REDACTED]
February 04, 2018, 11:57:29 PM	Stow	Shortage	[REDACTED]
February 04, 2018, 11:57:28 PM	Stow	Shortage	[REDACTED]
February 04, 2018, 11:01:09 PM	Stow	Shortage	[REDACTED]
February 04, 2018, 11:01:09 PM	Stow	Shortage	[REDACTED]
February 04, 2018, 10:39:45 PM	Stow	Shortage	[REDACTED]
February 04, 2018, 10:03:23 PM	Stow	Shortage	[REDACTED]
February 04, 2018, 9:44:22 PM	Stow	Shortage	[REDACTED]
February 04, 2018, 8:38:44 PM	Stow	Shortage	[REDACTED]
February 04, 2018,	Stow	Shortage	[REDACTED]

CONFIDENTIAL**AMZ-BRY001997**

CONFIDENTIAL

7:18:24 PM			[REDACTED]
February 04, 2018, 7:08:43 PM	Stow	Shortage	[REDACTED]
February 04, 2018, 7:08:30 PM	Stow	Overage	[REDACTED]
February 04, 2018, 6:45:21 PM	Stow	Shortage	[REDACTED]
February 03, 2018, 7:11:55 PM	Stow	Shortage	[REDACTED]
February 03, 2018, 10:28:34 AM	Stow	Shortage	[REDACTED]
February 03, 2018, 10:28:34 AM	Stow	Shortage	[REDACTED]

Performance Trend

Below is a summary of your past Quality performance.

Period Start	Unit Processed	Errors Discovered	DPMO	Performance %	Exempted
January 31, 2018	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
January 24, 2018	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]

Areas of Improvement Required by Associate

You are expected to meet 100% of the quality performance expectation. Please note that If an associate receives a 2nd final or a total of 6 documented counseling write-ups in a rolling 12 months, their employment will end. We are committed to assisting you in improving your quality performance, and will assist you in addressing any job related barriers that are impacting your ability to meet quality expectations.

Associate Comments**CONFIDENTIAL****AMZ-BRY001998**

CONFIDENTIAL

Associate Signature: Acknowledged by [REDACTED] (BadgeID: [REDACTED])

Date: February 09, 2018, 10:30:52 PM

Manager Signature: Acknowledged by Spells, Regina (BadgeID: 12071078)

Date: February 09, 2018, 10:30:52 PM

CONFIDENTIAL

AMZ-BRY001999

CONFIDENTIAL

Acknowledged by associate on February 03, 2018, 2:46:37 AM - Delivered by Cummings,Chris (chcmm)

Supportive Feedback Document Quality - Documented Coaching



Associate Name: [REDACTED]
Manager Name: Spells, Regina N (NH3-1800)
Created On: February 03, 2018, 2:46:37 AM

Summary

Your recent job performance is not meeting Quality expectations. Meeting performance standards is a critical component of your job. This document provides specific details about your performance and how you are not meeting expectations. In addition, this document describes the steps you and your manager will take to assist you in improving your performance. As a part of this conversation we are interested in understanding what barriers you think need to be removed, or what improvements can be made which would potentially assist you in improving your performance.

Communication History

The following is a summary of your quality feedback:

Level	Count	Most Recent
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Details of Current Incident/Specific Concerns * Expected DPMO is per error family and not per error type

Error Family	Error Type	Errors Discovered	Units Processed	Expected DPMO*
Stow	Overage	1	1	1
Stow	Shortage	1	1	1

Error Listing * Up to 20 most recent errors shown

Date	Error Family	Error Type	Details
January 29, 2018, 4:21:19 AM	Stow	Shortage	[REDACTED]
January 28, 2018, 7:40:52 PM	Stow	Shortage	[REDACTED]
January 28, 2018, 6:54:13 PM	Stow	Shortage	[REDACTED]
January 28, 2018, 3:13:10 AM	Stow	Overage	[REDACTED]

CONFIDENTIAL**AMZ-BRY002000**

CONFIDENTIAL

			[REDACTED]
January 28, 2018, 12:48:09 AM	Stow	Shortage	[REDACTED]
January 28, 2018, 12:04:24 AM	Stow	Shortage	[REDACTED]
January 27, 2018, 10:29:31 PM	Stow	Shortage	[REDACTED]
January 27, 2018, 9:25:35 PM	Stow	Shortage	[REDACTED]
January 27, 2018, 4:22:45 AM	Stow	Overage	[REDACTED]
January 27, 2018, 4:12:35 AM	Stow	Shortage	[REDACTED]
January 27, 2018, 3:42:06 AM	Stow	Shortage	[REDACTED]

Performance Trend

Below is a summary of your past Quality performance.

Period Start	Unit Processed	Errors Discovered	DPMO	Performance %	Exempted
January 24, 2018	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]

Areas of Improvement Required by Associate

You are expected to meet 100% of the quality performance expectation. Please note that If an associate receives a 2nd final or a total of 6 documented counseling write-ups in a rolling 12 months, their employment will end. We are committed to assisting you in improving your quality performance, and will assist you in addressing any job related barriers that are impacting your ability to meet quality expectations.

Associate Comments**CONFIDENTIAL****AMZ-BRY002001**

CONFIDENTIAL



Associate Signature: Acknowledged by [REDACTED] (BadgeID: [REDACTED])

Date: February 03, 2018, 2:46:37 AM

Manager Signature: Acknowledged by Cummings,Chris (BadgeID: 12266192)

Date: February 03, 2018, 2:46:37 AM

CONFIDENTIAL

AMZ-BRY002002

CONFIDENTIAL

Acknowledged by associate on February 08, 2019, 7:32:04 PM - Delivered by Clancy,Tom (tcclanc)

Supportive Feedback Document Quality - Documented Positive



Associate Name: [REDACTED]
 Manager Name: Clancy,Tom (NH3-1800)
 Created On: February 08, 2019, 7:32:04 PM

Summary

Your recent job performance has met or exceeded Quality expectations. Your manager and Amazon.com would like to take a moment to recognize your performance and thank you for your hard work.

Communication History

The following is a summary of your quality feedback:

Level	Count	Most Recent
First Written	2	December 12, 2018, 5:00:00 AM
Final Written	1	April 18, 2018, 5:00:00 AM
Documented Coaching	3	September 19, 2018, 5:00:00 AM
Verbal Positive	37	January 30, 2019, 5:00:00 AM
Second Written	2	December 19, 2018, 5:00:00 AM

Details of Current Incident/Specific Concerns * Expected DPMO is per error family and not per error type

Error Family	Error Type	Errors Discovered	Units Processed	Expected DPMO*	Minimum Units	Is Excluded
Nike Stow	-	1	1	1	1	1

Error Listing * Up to 20 most recent errors shown

Date	Error Family	Error Type	Details
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Performance Trend

Below is a summary of your past Quality performance.

Period Start	Unit Processed	Errors Discovered	DPMO	Performance %	Exempted
January 30, 2019	1	1	1	100	0
January 23, 2019	1	1	1	100	0
January 16, 2019	1	1	1	100	0
January 09, 2019	1	1	1	100	0
January 02, 2019	1	1	1	100	0
December 26, 2018	1	1	1	100	0

Associate Comments

Associate Signature: Acknowledged by [REDACTED] (BadgeID: [REDACTED])

Date: February 08, 2019, 7:32:04 PM

Manager Signature: Acknowledged by Clancy,Tom (BadgeID: 11006713)

Date: February 08, 2019, 7:32:04 PM

CONFIDENTIAL

AMZ-BRY002003

CONFIDENTIAL

Refused to sign by associate on December 21, 2018, 8:52:13 PM - Delivered by Clancy,Tom (tcclanc)

Supportive Feedback Document Quality - Second Written



Associate Name: [REDACTED]
 Manager Name: Clancy,Tom (NH3-1800)
 Created On: December 21, 2018, 8:52:13 PM

Summary

Your recent job performance is not meeting Quality expectations. Meeting performance standards is a critical component of your job. This document provides specific details about your performance and how you are not meeting expectations. In addition, this document describes the steps you and your manager will take to assist you in improving your performance. As a part of this conversation we are interested in understanding what barriers you think need to be removed, or what improvements can be made which would potentially assist you in improving your performance.

Communication History

The following is a summary of your quality feedback:

Level	Count	Most Recent
Documented Coaching	4	September 19, 2018, 5:00:00 AM
Final Written	1	April 18, 2018, 5:00:00 AM
Verbal Positive	33	November 28, 2018, 5:00:00 AM
First Written	2	December 12, 2018, 5:00:00 AM
Second Written	1	February 28, 2018, 5:00:00 AM

Details of Current Incident/Specific Concerns * Expected DPMO is per error family and not per error type

Error Family	Error Type	Errors Discovered	Units Processed	Expected DPMO*	Minimum Units	Is Excluded
Nike Stow	Processed Too Few	1	1	1	1	1
Stow	Processed Too Many	1	1	1	1	1

Error Listing * Up to 20 most recent errors shown

Date	Error Family	Error Type	Details
December 17, 2018, 1:39:00 AM	Nike Stow	Processed Too Few	[REDACTED]
December 17, 2018, 1:05:00 AM	Nike Stow	Processed Too Few	[REDACTED]
December 16, 2018, 5:15:30 AM	Stow	Processed Too Many	[REDACTED]
			[REDACTED]

CONFIDENTIAL

AMZ-BRY002005

CONFIDENTIAL

December 16, 2018, 2:17:24 AM	Stow	Processed Too Many	[REDACTED]
December 16, 2018, 12:09:22 AM	Stow	Processed Too Many	[REDACTED]
December 14, 2018, 10:29:02 PM	Stow	Processed Too Many	[REDACTED]
December 12, 2018, 4:44:06 AM	Stow	Processed Too Many	[REDACTED]
December 12, 2018, 4:04:31 AM	Stow	Processed Too Many	[REDACTED]
December 11, 2018, 12:00:13 AM	Stow	Processed Too Many	[REDACTED]

Performance Trend

Below is a summary of your past Quality performance.

Period Start	Unit Processed	Errors Discovered	DPMO	Performance %	Exempted
December 12, 2018	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
December 05, 2018	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
November 28, 2018	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
November 21, 2018	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
November 14, 2018	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
November 07, 2018	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]

Areas of Improvement Required by Associate

You are expected to meet 100% of the quality performance expectation. Please note that If an associate receives a 2nd final or a total of 6 documented counseling write-ups in a rolling 12 months, their employment will end. We are committed to assisting you in improving your quality performance, and will assist you in addressing any job related barriers that are impacting your ability to meet quality expectations.

Associate Comments

I have been stowing with minimal errors for many months and now in two weeks i have made 16 errors this is not right. i have been working towards being a PA for months and now this. I have a hard time believing i have made this many errors in two weeks.

CONFIDENTIAL**AMZ-BRY002006**

CONFIDENTIAL

Associate Signature: [REDACTED] REFUSED TO SIGN

Date: December 21, 2018, 8:52:13 PM

Manager Signature: Acknowledged by Clancy, Tom (BadgeID: 11006713)

Date: December 21, 2018, 8:52:13 PM

CONFIDENTIAL

AMZ-BRY002007

CONFIDENTIAL

Acknowledged by associate on December 14, 2018, 9:33:44 PM - Delivered by Clancy,Tom (tclanc)

Supportive Feedback Document Quality - First Written



Associate Name: [REDACTED]
Manager Name: Clancy,Tom (NH3-1800)
Created On: December 14, 2018, 9:33:44 PM

Summary

Your recent job performance is not meeting Quality expectations. Meeting performance standards is a critical component of your job. This document provides specific details about your performance and how you are not meeting expectations. In addition, this document describes the steps you and your manager will take to assist you in improving your performance. As a part of this conversation we are interested in understanding what barriers you think need to be removed, or what improvements can be made which would potentially assist you in improving your performance.

Communication History

The following is a summary of your quality feedback:

Level	Count	Most Recent
Verbal Positive	33	November 28, 2018, 5:00:00 AM
Documented Coaching	4	September 19, 2018, 5:00:00 AM
First Written	1	February 14, 2018, 5:00:00 AM
Final Written	1	April 18, 2018, 5:00:00 AM
Second Written	1	February 28, 2018, 5:00:00 AM

Details of Current Incident/Specific Concerns * Expected DPMO is per error family and not per error type

Error Family	Error Type	Errors Discovered	Units Processed	Expected DPMO*	Minimum Units	Is Excluded
Nike Stow	-	1	1	1	1	1
Stow	Processed Too Few	1	1	1	1	1
Stow	Processed Too Many	1	1	1	1	1

Error Listing * Up to 20 most recent errors shown

Date	Error Family	Error Type	Details
December 10, 2018, 2:13:39 AM	Stow	Processed Too Many	[REDACTED]
December 09, 2018, 8:51:58 PM	Stow	Processed Too Many	[REDACTED]
December 09, 2018, 7:17:23 PM	Stow	Processed Too Few	[REDACTED]
			[REDACTED]

CONFIDENTIAL**AMZ-BRY002008**

CONFIDENTIAL

December 04, 2018, 4:30:09 AM	Stow	Processed Too Many	[REDACTED]
December 04, 2018, 3:22:04 AM	Stow	Processed Too Many	[REDACTED]
December 04, 2018, 2:22:10 AM	Stow	Processed Too Many	[REDACTED]
December 03, 2018, 7:06:42 PM	Stow	Processed Too Few	[REDACTED]

Performance Trend

Below is a summary of your past Quality performance.

Period Start	Unit Processed	Errors Discovered	DPMO	Performance %	Exempted
December 05, 2018	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
November 28, 2018	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
November 21, 2018	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
November 14, 2018	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
November 07, 2018	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
October 31, 2018	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]

Areas of Improvement Required by Associate

You are expected to meet 100% of the quality performance expectation. Please note that If an associate receives a 2nd final or a total of 6 documented counseling write-ups in a rolling 12 months, their employment will end. We are committed to assisting you in improving your quality performance, and will assist you in addressing any job related barriers that are impacting your ability to meet quality expectations.

Associate Comments

Associate Signature: Acknowledged by [REDACTED] (BadgeID: [REDACTED])

Date: December 14, 2018, 9:33:44 PM

Manager Signature: Acknowledged by Clancy, Tom (BadgeID: 11006713)

Date: December 14, 2018, 9:33:44 PM

CONFIDENTIAL**AMZ-BRY002009**

CONFIDENTIAL

Acknowledged by associate on September 23, 2018, 2:09:22 AM - Delivered by Clancy,Tom (tcclanc)

Supportive Feedback Document Quality - Documented Coaching



Associate Name: [REDACTED]
Manager Name: Clancy,Tom (NH3-1800)
Created On: September 23, 2018, 2:09:22 AM

Summary

Your recent job performance is not meeting Quality expectations. Meeting performance standards is a critical component of your job. This document provides specific details about your performance and how you are not meeting expectations. In addition, this document describes the steps you and your manager will take to assist you in improving your performance. As a part of this conversation we are interested in understanding what barriers you think need to be removed, or what improvements can be made which would potentially assist you in improving your performance.

Communication History

The following is a summary of your quality feedback:

Level	Count	Most Recent
Second Written	1	February 28, 2018, 5:00:00 AM
Verbal Positive	25	September 12, 2018, 5:00:00 AM
Documented Coaching	3	February 21, 2018, 5:00:00 AM
First Written	1	February 14, 2018, 5:00:00 AM
Final Written	1	April 18, 2018, 5:00:00 AM

Details of Current Incident/Specific Concerns * Expected DPMO is per error family and not per error type

Error Family	Error Type	Errors Discovered	Units Processed	Expected DPMO*	Minimum Units	Is Excluded
Stow	Overage	1	1	1	1	1
Stow	Shortage	1	1	1	1	1

Error Listing * Up to 20 most recent errors shown

Date	Error Family	Error Type	Details
September 17, 2018, 2:06:28 AM	Stow	Shortage	[REDACTED]
September 17, 2018, 2:06:27 AM	Stow	Shortage	[REDACTED]
September 17, 2018, 12:32:56 AM	Stow	Overage	[REDACTED]
September 16, 2018, 10:14:36 PM	Stow	Overage	[REDACTED]
September 16, 2018, 8:53:13 PM	Stow	Shortage	[REDACTED]
September 16, 2018, 8:47:14 PM	Stow	Shortage	[REDACTED]
September 16, 2018, 8:14:56 PM	Stow	Shortage	[REDACTED]
			[REDACTED]

CONFIDENTIAL**AMZ-BRY002010**

CONFIDENTIAL

September 16, 2018, 8:14:56 PM	Stow	Shortage	[REDACTED]
September 15, 2018, 9:03:03 PM	Stow	Overage	[REDACTED]
September 15, 2018, 9:02:59 PM	Stow	Overage	[REDACTED]
September 10, 2018, 6:35:40 PM	Stow	Shortage	[REDACTED]

Performance Trend

Below is a summary of your past Quality performance.

Period Start	Unit Processed	Errors Discovered	DPMO	Performance %	Exempted
September 12, 2018	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
September 05, 2018	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
August 29, 2018	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
August 22, 2018	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
August 15, 2018	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
August 08, 2018	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]

Areas of Improvement Required by Associate

You are expected to meet 100% of the quality performance expectation. Please note that If an associate receives a 2nd final or a total of 6 documented counseling write-ups in a rolling 12 months, their employment will end. We are committed to assisting you in improving your quality performance, and will assist you in addressing any job related barriers that are impacting your ability to meet quality expectations.

Associate Comments

Associate Signature: Acknowledged by [REDACTED] (BadgeID: [REDACTED])

Date: September 23, 2018, 2:09:22 AM

Manager Signature: Acknowledged by Clancy, Tom (BadgeID: 11006713)

Date: September 23, 2018, 2:09:22 AM

CONFIDENTIAL**AMZ-BRY002011**

CONFIDENTIAL

Acknowledged by associate on April 20, 2018, 8:45:06 PM - Delivered by Spells,Regina (spellr)

Supportive Feedback Document Quality - Final Written



Associate Name: [REDACTED]
Manager Name: Spells,Regina (NH3-1800)
Created On: April 20, 2018, 8:45:06 PM

Summary

Your recent job performance is not meeting Quality expectations. Meeting performance standards is a critical component of your job. This document provides specific details about your performance and how you are not meeting expectations. In addition, this document describes the steps you and your manager will take to assist you in improving your performance. As a part of this conversation we are interested in understanding what barriers you think need to be removed, or what improvements can be made which would potentially assist you in improving your performance.

Communication History

The following is a summary of your quality feedback:

Level	Count	Most Recent
First Written	1	February 14, 2018, 5:00:00 AM
Second Written	1	February 28, 2018, 5:00:00 AM
Documented Coaching	3	February 21, 2018, 5:00:00 AM
Verbal Positive	6	April 11, 2018, 5:00:00 AM

Details of Current Incident/Specific Concerns * Expected DPMO is per error family and not per error type

Error Family	Error Type	Errors Discovered	Units Processed	Expected DPMO*
Stow	Overage	1	1	1
Stow	Shortage	1	1	1

Error Listing * Up to 20 most recent errors shown

Date	Error Family	Error Type	Details
April 16, 2018, 4:07:11 AM	Stow	Overage	[REDACTED]
April 16, 2018, 1:06:54 AM	Stow	Shortage	[REDACTED]
April 09, 2018, 10:57:26 PM	Stow	Shortage	[REDACTED]
April 09, 2018,			[REDACTED]

CONFIDENTIAL**AMZ-BRY002012**

CONFIDENTIAL

9:57:42 PM	Stow	Shortage	[REDACTED]
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Performance Trend

Below is a summary of your past Quality performance.

Period Start	Unit Processed	Errors Discovered	DPMO	Performance %	Exempted
April 11, 2018	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
April 04, 2018	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
March 28, 2018	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
March 21, 2018	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
March 14, 2018	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
March 07, 2018	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]

Areas of Improvement Required by Associate

You are expected to meet 100% of the quality performance expectation. Please note that If an associate receives a 2nd final or a total of 6 documented counseling write-ups in a rolling 12 months, their employment will end. We are committed to assisting you in improving your quality performance, and will assist you in addressing any job related barriers that are impacting your ability to meet quality expectations.

Associate Comments

AA is at 87 days with the company, no appeals paperwork was given

Associate Signature: Acknowledged by [REDACTED] (BadgeID: [REDACTED])

Date: April 20, 2018, 8:45:06 PM

Manager Signature: Acknowledged by Spells, Regina (BadgeID: 12071078)

Date: April 20, 2018, 8:45:06 PM

CONFIDENTIAL**AMZ-BRY002013**

CONFIDENTIAL

Acknowledged by associate on March 02, 2018, 9:17:26 PM - Delivered by Spells,Regina (spellr)

Supportive Feedback Document Quality - Second Written



Associate Name: [REDACTED]
Manager Name: Spells,Regina (NH3-1800)
Created On: March 02, 2018, 9:17:26 PM

Summary

Your recent job performance is not meeting Quality expectations. Meeting performance standards is a critical component of your job. This document provides specific details about your performance and how you are not meeting expectations. In addition, this document describes the steps you and your manager will take to assist you in improving your performance. As a part of this conversation we are interested in understanding what barriers you think need to be removed, or what improvements can be made which would potentially assist you in improving your performance.

Communication History

The following is a summary of your quality feedback:

Level	Count	Most Recent
First Written	1	February 14, 2018, 5:00:00 AM
Documented Coaching	3	February 21, 2018, 5:00:00 AM

Details of Current Incident/Specific Concerns * Expected DPMO is per error family and not per error type

Error Family	Error Type	Errors Discovered	Units Processed	Expected DPMO*
Stow	Overage	1	1	1
Stow	Shortage	1	1	1

Error Listing * Up to 20 most recent errors shown

Date	Error Family	Error Type	Details
February 24, 2018, 4:08:53 AM	Stow	Shortage	[REDACTED]
February 24, 2018, 3:34:21 AM	Stow	Shortage	[REDACTED]
February 24, 2018, 3:26:32 AM	Stow	Shortage	[REDACTED]
February 24, 2018, 3:10:16 AM	Stow	Shortage	[REDACTED]

CONFIDENTIAL**AMZ-BRY002014**

CONFIDENTIAL

			[REDACTED]
February 24, 2018, 1:31:32 AM	Stow	Overage	[REDACTED]
February 24, 2018, 12:58:08 AM	Stow	Shortage	[REDACTED]
February 24, 2018, 12:37:08 AM	Stow	Overage	[REDACTED]
February 23, 2018, 8:36:04 PM	Stow	Shortage	[REDACTED]
February 19, 2018, 8:52:01 PM	Stow	Overage	[REDACTED]

Performance Trend

Below is a summary of your past Quality performance.

Period Start	Unit Processed	Errors Discovered	DPMO	Performance %	Exempted
February 21, 2018	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
February 14, 2018	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
February 07, 2018	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
January 31, 2018	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
January 24, 2018	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]

Areas of Improvement Required by Associate

You are expected to meet 100% of the quality performance expectation. Please note that If an associate receives a 2nd final or a total of 6 documented counseling write-ups in a rolling 12 months, their employment will end. We are committed to assisting you in improving your quality performance, and will assist you in addressing any job related barriers that are impacting your ability to meet quality expectations.

Associate Comments**CONFIDENTIAL****AMZ-BRY002015**

CONFIDENTIAL

Associate Signature: Acknowledged by [REDACTED] (BadgeID: [REDACTED])

Date: March 02, 2018, 9:17:26 PM

Manager Signature: Acknowledged by Spells, Regina (BadgeID: 12071078)

Date: March 02, 2018, 9:17:26 PM

CONFIDENTIAL

AMZ-BRY002016

CONFIDENTIAL

Acknowledged by associate on February 23, 2018, 8:02:05 PM - Delivered by Cummings,Chris (chcmm)

Supportive Feedback Document Quality - Documented Coaching



Associate Name: [REDACTED]
 Manager Name: Spells, Regina (NH3-1800)
 Created On: February 23, 2018, 8:02:05 PM

Summary

Your recent job performance is not meeting Quality expectations. Meeting performance standards is a critical component of your job. This document provides specific details about your performance and how you are not meeting expectations. In addition, this document describes the steps you and your manager will take to assist you in improving your performance. As a part of this conversation we are interested in understanding what barriers you think need to be removed, or what improvements can be made which would potentially assist you in improving your performance.

Communication History

The following is a summary of your quality feedback:

Level	Count	Most Recent
First Written	1	February 14, 2018, 5:00:00 AM
Documented Coaching	2	February 07, 2018, 5:00:00 AM

Details of Current Incident/Specific Concerns * Expected DPMO is per error family and not per error type

Error Family	Error Type	Errors Discovered	Units Processed	Expected DPMO*
Stow	Overage	1	1	1
Stow	Shortage	1	1	1

Error Listing * Up to 20 most recent errors shown

Date	Error Family	Error Type	Details
February 19, 2018, 1:28:58 AM	Stow	Shortage	[REDACTED]
February 19, 2018, 1:19:01 AM	Stow	Overage	[REDACTED]
February 19, 2018, 12:34:38 AM	Stow	Shortage	[REDACTED]
February 16, 2018, 10:55:01 PM	Stow	Shortage	[REDACTED]

CONFIDENTIAL**AMZ-BRY002017**

CONFIDENTIAL

February 16, 2018, 10:37:09 PM	Stow	Shortage	[REDACTED]
February 16, 2018, 7:40:22 PM	Stow	Shortage	[REDACTED]
February 13, 2018, 2:31:52 AM	Stow	Shortage	[REDACTED]
February 13, 2018, 1:47:50 AM	Stow	Shortage	[REDACTED]
February 13, 2018, 1:46:28 AM	Stow	Shortage	[REDACTED]
February 13, 2018, 12:07:40 AM	Stow	Shortage	[REDACTED]
February 13, 2018, 12:07:40 AM	Stow	Shortage	[REDACTED]
February 12, 2018, 10:57:26 PM	Stow	Overage	[REDACTED]

CONFIDENTIAL**AMZ-BRY002018**

CONFIDENTIAL

February 12, 2018, 9:22:49 PM	Stow	Overage	[REDACTED]
February 12, 2018, 7:33:21 PM	Stow	Shortage	[REDACTED]
February 12, 2018, 7:11:01 PM	Stow	Shortage	[REDACTED]
February 12, 2018, 7:09:27 PM	Stow	Shortage	[REDACTED]

Performance Trend

Below is a summary of your past Quality performance.

Period Start	Unit Processed	Errors Discovered	DPMO	Performance %	Exempted
February 14, 2018	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
February 07, 2018	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
January 31, 2018	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
January 24, 2018	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]

Areas of Improvement Required by Associate

You are expected to meet 100% of the quality performance expectation. Please note that If an associate receives a 2nd final or a total of 6 documented counseling write-ups in a rolling 12 months, their employment will end. We are committed to assisting you in improving your quality performance, and will assist you in addressing any job related barriers that are impacting your ability to meet quality expectations.

Associate Comments

Associate Signature: Acknowledged by [REDACTED] (BadgeID: [REDACTED])

Date: February 23, 2018, 8:02:05 PM

Manager Signature: Acknowledged by Cummings,Chris (BadgeID: 12266192)

Date: February 23, 2018, 8:02:05 PM

CONFIDENTIAL**AMZ-BRY002019**

CONFIDENTIAL

Acknowledged by associate on February 16, 2018, 9:52:21 PM - Delivered by Torres,Juan (torrsnj)

Supportive Feedback Document Quality - First Written



Associate Name: [REDACTED]
 Manager Name: Spells, Regina (NH3-1800)
 Created On: February 16, 2018, 9:52:21 PM

Summary

Your recent job performance is not meeting Quality expectations. Meeting performance standards is a critical component of your job. This document provides specific details about your performance and how you are not meeting expectations. In addition, this document describes the steps you and your manager will take to assist you in improving your performance. As a part of this conversation we are interested in understanding what barriers you think need to be removed, or what improvements can be made which would potentially assist you in improving your performance.

Communication History

The following is a summary of your quality feedback:

Level	Count	Most Recent
Documented Coaching	2	February 07, 2018, 5:00:00 AM

Details of Current Incident/Specific Concerns * Expected DPMO is per error family and not per error type

Error Family	Error Type	Errors Discovered	Units Processed	Expected DPMO*
Stow	Overage	1	1	1
Stow	Shortage	1	1	1

Error Listing * Up to 20 most recent errors shown

Date	Error Family	Error Type	Details
February 12, 2018, 4:04:40 AM	Stow	Shortage	[REDACTED]
February 11, 2018, 9:07:02 PM	Stow	Shortage	[REDACTED]
February 11, 2018, 8:33:21 PM	Stow	Shortage	[REDACTED]
February 11, 2018, 3:03:52 AM	Stow	Shortage	[REDACTED]

CONFIDENTIAL

AMZ-BRY002020

CONFIDENTIAL

February 10, 2018, 9:27:23 PM	Stow	Shortage	[REDACTED]
February 10, 2018, 2:38:07 AM	Stow	Overage	[REDACTED]
February 10, 2018, 12:32:24 AM	Stow	Shortage	[REDACTED]
February 05, 2018, 11:07:25 PM	Stow	Shortage	[REDACTED]
February 05, 2018, 6:27:44 PM	Stow	Shortage	[REDACTED]

Performance Trend

Below is a summary of your past Quality performance.

Period Start	Unit Processed	Errors Discovered	DPMO	Performance %	Exempted
February 07, 2018	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
January 31, 2018	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
January 24, 2018	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]

Areas of Improvement Required by Associate

You are expected to meet 100% of the quality performance expectation. Please note that If an associate receives a 2nd final or a total of 6 documented counseling write-ups in a rolling 12 months, their employment will end. We are committed to assisting you in improving your quality performance, and will assist you in addressing any job related barriers that are impacting your ability to meet quality expectations.

Associate Comments

I understood, based on a previous conversation I had with my manager, that this was going to be down graded into a verbal coach.

Associate Signature: Acknowledged by [REDACTED] (BadgeID: [REDACTED])

Date: February 16, 2018, 9:52:21 PM

Manager Signature: Acknowledged by Torres, Juan (BadgeID: 11923398)

Date: February 16, 2018, 9:52:21 PM

CONFIDENTIAL**AMZ-BRY002021**

CONFIDENTIAL

Acknowledged by associate on February 09, 2018, 10:30:52 PM - Delivered by Spells, Regina (spellr)

Supportive Feedback Document Quality - Documented Coaching



Associate Name: [REDACTED]
 Manager Name: Spells, Regina (NH3-1800)
 Created On: February 09, 2018, 10:30:52 PM

Summary

Your recent job performance is not meeting Quality expectations. Meeting performance standards is a critical component of your job. This document provides specific details about your performance and how you are not meeting expectations. In addition, this document describes the steps you and your manager will take to assist you in improving your performance. As a part of this conversation we are interested in understanding what barriers you think need to be removed, or what improvements can be made which would potentially assist you in improving your performance.

Communication History

The following is a summary of your quality feedback:

Level	Count	Most Recent
Documented Coaching	1	January 31, 2018, 5:00:00 AM

Details of Current Incident/Specific Concerns * Expected DPMO is per error family and not per error type

Error Family	Error Type	Errors Discovered	Units Processed	Expected DPMO*
Stow	Overage	1	1	1
Stow	Shortage	1	1	1

Error Listing * Up to 20 most recent errors shown

Date	Error Family	Error Type	Details
February 05, 2018, 4:18:32 AM	Stow	Shortage	[REDACTED]
February 05, 2018, 3:46:43 AM	Stow	Shortage	[REDACTED]
February 05, 2018, 3:31:39 AM	Stow	Shortage	[REDACTED]
February 05, 2018, 3:09:22 AM	Stow	Shortage	[REDACTED]
February 05, 2018,	Stow	Shortage	[REDACTED]

CONFIDENTIAL**AMZ-BRY002023**

CONFIDENTIAL

2:33:20 AM			[REDACTED]
February 04, 2018, 11:57:29 PM	Stow	Shortage	[REDACTED]
February 04, 2018, 11:57:28 PM	Stow	Shortage	[REDACTED]
February 04, 2018, 11:01:09 PM	Stow	Shortage	[REDACTED]
February 04, 2018, 11:01:09 PM	Stow	Shortage	[REDACTED]
February 04, 2018, 10:39:45 PM	Stow	Shortage	[REDACTED]
February 04, 2018, 10:03:23 PM	Stow	Shortage	[REDACTED]
February 04, 2018, 9:44:22 PM	Stow	Shortage	[REDACTED]
February 04, 2018, 8:38:44 PM	Stow	Shortage	[REDACTED]
February 04, 2018,	Stow	Shortage	[REDACTED]

CONFIDENTIAL**AMZ-BRY002024**

CONFIDENTIAL

7:18:24 PM			[REDACTED]
February 04, 2018, 7:08:43 PM	Stow	Shortage	[REDACTED]
February 04, 2018, 7:08:30 PM	Stow	Overage	[REDACTED]
February 04, 2018, 6:45:21 PM	Stow	Shortage	[REDACTED]
February 03, 2018, 7:11:55 PM	Stow	Shortage	[REDACTED]
February 03, 2018, 10:28:34 AM	Stow	Shortage	[REDACTED]
February 03, 2018, 10:28:34 AM	Stow	Shortage	[REDACTED]

Performance Trend

Below is a summary of your past Quality performance.

Period Start	Unit Processed	Errors Discovered	DPMO	Performance %	Exempted
January 31, 2018	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
January 24, 2018	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]

Areas of Improvement Required by Associate

You are expected to meet 100% of the quality performance expectation. Please note that If an associate receives a 2nd final or a total of 6 documented counseling write-ups in a rolling 12 months, their employment will end. We are committed to assisting you in improving your quality performance, and will assist you in addressing any job related barriers that are impacting your ability to meet quality expectations.

Associate Comments**CONFIDENTIAL****AMZ-BRY002025**

CONFIDENTIAL

Associate Signature: Acknowledged by [REDACTED] (BadgeID: [REDACTED])

Date: February 09, 2018, 10:30:52 PM

Manager Signature: Acknowledged by Spells, Regina (BadgeID: 12071078)

Date: February 09, 2018, 10:30:52 PM

CONFIDENTIAL

AMZ-BRY002026

CONFIDENTIAL

Acknowledged by associate on February 03, 2018, 2:46:37 AM - Delivered by Cummings,Chris (chcmm)

Supportive Feedback Document Quality - Documented Coaching



Associate Name: [REDACTED]
Manager Name: Spells, Regina N (NH3-1800)
Created On: February 03, 2018, 2:46:37 AM

Summary

Your recent job performance is not meeting Quality expectations. Meeting performance standards is a critical component of your job. This document provides specific details about your performance and how you are not meeting expectations. In addition, this document describes the steps you and your manager will take to assist you in improving your performance. As a part of this conversation we are interested in understanding what barriers you think need to be removed, or what improvements can be made which would potentially assist you in improving your performance.

Communication History

The following is a summary of your quality feedback:

Level	Count	Most Recent
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Details of Current Incident/Specific Concerns * Expected DPMO is per error family and not per error type

Error Family	Error Type	Errors Discovered	Units Processed	Expected DPMO*
Stow	Overage	1	1	1
Stow	Shortage	1	1	1

Error Listing * Up to 20 most recent errors shown

Date	Error Family	Error Type	Details
January 29, 2018, 4:21:19 AM	Stow	Shortage	[REDACTED]
January 28, 2018, 7:40:52 PM	Stow	Shortage	[REDACTED]
January 28, 2018, 6:54:13 PM	Stow	Shortage	[REDACTED]
January 28, 2018, 3:13:10 AM	Stow	Overage	[REDACTED]

CONFIDENTIAL**AMZ-BRY002027**

CONFIDENTIAL

			[REDACTED]
January 28, 2018, 12:48:09 AM	Stow	Shortage	[REDACTED]
January 28, 2018, 12:04:24 AM	Stow	Shortage	[REDACTED]
January 27, 2018, 10:29:31 PM	Stow	Shortage	[REDACTED]
January 27, 2018, 9:25:35 PM	Stow	Shortage	[REDACTED]
January 27, 2018, 4:22:45 AM	Stow	Overage	[REDACTED]
January 27, 2018, 4:12:35 AM	Stow	Shortage	[REDACTED]
January 27, 2018, 3:42:06 AM	Stow	Shortage	[REDACTED]

Performance Trend

Below is a summary of your past Quality performance.

Period Start	Unit Processed	Errors Discovered	DPMO	Performance %	Exempted
January 24, 2018	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]

Areas of Improvement Required by Associate

You are expected to meet 100% of the quality performance expectation. Please note that If an associate receives a 2nd final or a total of 6 documented counseling write-ups in a rolling 12 months, their employment will end. We are committed to assisting you in improving your quality performance, and will assist you in addressing any job related barriers that are impacting your ability to meet quality expectations.

Associate Comments**CONFIDENTIAL****AMZ-BRY002028**

CONFIDENTIAL



Associate Signature: Acknowledged by [REDACTED] (BadgeID: [REDACTED])

Date: February 03, 2018, 2:46:37 AM

Manager Signature: Acknowledged by Cummings,Chris (BadgeID: 12266192)

Date: February 03, 2018, 2:46:37 AM

CONFIDENTIAL

AMZ-BRY002029

CONFIDENTIAL

Acknowledged by associate on February 08, 2019, 7:32:04 PM - Delivered by Clancy,Tom (tcclanc)

Supportive Feedback Document Quality - Documented Positive



Associate Name: [REDACTED]
 Manager Name: Clancy,Tom (NH3-1800)
 Created On: February 08, 2019, 7:32:04 PM

Summary

Your recent job performance has met or exceeded Quality expectations. Your manager and Amazon.com would like to take a moment to recognize your performance and thank you for your hard work.

Communication History

The following is a summary of your quality feedback:

Level	Count	Most Recent
First Written	2	December 12, 2018, 5:00:00 AM
Final Written	1	April 18, 2018, 5:00:00 AM
Documented Coaching	3	September 19, 2018, 5:00:00 AM
Verbal Positive	37	January 30, 2019, 5:00:00 AM
Second Written	2	December 19, 2018, 5:00:00 AM

Details of Current Incident/Specific Concerns * Expected DPMO is per error family and not per error type

Error Family	Error Type	Errors Discovered	Units Processed	Expected DPMO*	Minimum Units	Is Excluded
Nike Stow	-	1	1	1	1	1

Error Listing * Up to 20 most recent errors shown

Date	Error Family	Error Type	Details
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Performance Trend

Below is a summary of your past Quality performance.

Period Start	Unit Processed	Errors Discovered	DPMO	Performance %	Exempted
January 30, 2019	1	1	1	100	0
January 23, 2019	1	1	1	100	0
January 16, 2019	1	1	1	100	0
January 09, 2019	1	1	1	100	0
January 02, 2019	1	1	1	100	0
December 26, 2018	1	1	1	100	0

Associate Comments

Associate Signature: Acknowledged by [REDACTED] (BadgeID: [REDACTED])

Date: February 08, 2019, 7:32:04 PM

Manager Signature: Acknowledged by Clancy,Tom (BadgeID: 11006713)

Date: February 08, 2019, 7:32:04 PM

CONFIDENTIAL**AMZ-BRY002030**

amazon.com.

Witness Statement Form

Adopted March 2015

NOTE TO ASSOCIATE: Thank you for taking time to complete this Witness Statement Form. The information you provide will help Amazon.com to thoroughly investigate the issue that has been brought to our attention. Please indicate on this form below, in Section II, exactly what you saw, heard, and know about the issue you are providing this statement about.

SECTION I: INFORMATION ABOUT THE PERSON MAKING THIS STATEMENT

Associate Name (Please Print) <u>Andrew Filliater</u>	Department/Position <u>Stow/EC Associate</u>
Home Address, City, State, Zip <u>William Maybey</u>	Home Phone [REDACTED]
	Work Phone ()

SECTION II: WITNESS STATEMENT (Use additional paper or back of form if necessary)

Describe in your own words, what happened and what you observed. Please make sure to cover the following points:

- o List of all the issues, concerns and/or complaints
- o Relevant facts and dates that support the issue. Be as specific as possible and provide examples.
- o Suggestions for obtaining documentation (e.g., memos, e-mails, performance evaluations, etc.) that may include relevant information.
- o Attach copies of any relevant documentation to this form

William Maybey was upset he was placed on a list that displayed the bottom performers for the week. When Learning ambassador came to AA's Station to coach and seek barriers, AA took pen out of ambassadors hand to write about how management is terrible. At 4:27 AM, AM went to AA's Station to discuss. AA proceeded to say "fuck management" and flipped off both the manager and cameras. This incident occurred on B-mod. William raised his voice and was very aggressive and upset. He continued to say "what management." William's ^{language} ~~voice~~ was unacceptable as he dropped the "f-bomb" at least ten times during this conversation.

Please list any witnesses or individuals who may have information relevant to this investigation.

ACKNOWLEDGEMENT

I understand this statement will be considered part of the official investigation and that this statement I have provided is an honest and accurate account of the case to the best of my knowledge. I understand that the Company will keep this statement as confidential as is reasonably possible consistent with the need for a full investigation and resolution of this matter. I further understand that as an Amazon.com associate that I am subject to Amazon.com's Code of Ethics and that failure to cooperate or hindering this internal investigation, including the refusal to answer questions, and providing false or purposefully misleading information may result in corrective action up to and including termination of employment.

Andrew Filliater
Employee Name (Please Print)

[Signature]
Employee Signature

6/24/14
Date

Station 2.303

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AMZ-BRY007796

CONFIDENTIAL

amazon.com.

Witness Statement Form

Adopted March 2015

NOTE TO ASSOCIATE: Thank you for taking time to complete this Witness Statement Form. The information you provide will help Amazon.com to thoroughly investigate the issue that has been brought to our attention. Please indicate on this form below, in Section II, exactly what you saw, heard, and know about the issue you are providing this statement about.

SECTION I: INFORMATION ABOUT THE PERSON MAKING THIS STATEMENT

Associate Name (Please Print) <u>William Mabey</u>	Department/Position <u>Stow</u>
Home Address, City, State, Zip [REDACTED]	Home Phone [REDACTED] Work Phone [REDACTED]

SECTION II: WITNESS STATEMENT (Use additional paper or back of form if necessary)

Describe in your own words, what happened and what you observed. Please make sure to cover the following points:

- ☐ List of all the issues, concerns and/or complaints.
- ☐ Relevant facts and dates that support the issue. Be as specific as possible and provide examples.
- ☐ Suggestions for obtaining documentation (e.g., memos, e-mails, performance evaluations, etc.) that may include relevant information.
- ☐ Attach copies of any relevant documentation to this form.

Andrew Asked me How I was doing. I Told Him I was upset I felt fing attacked I had produced ALmost 106% I was very upset I don't remember much of the conversation. I do Rember giving the finger to the camera Every once in a while I do Remember Andrew at the End of the conversation sayin Alright Then you have a good night. I do also remember Telling him I am sorry ~~and~~ I felt attacked I punched out and went home ~~and~~

Please list any witnesses or individuals who may have information relevant to this investigation.

ACKNOWLEDGEMENT

I understand this statement will be considered part of the official investigation and that this statement I have provided is an honest and accurate account of the case to the best of my knowledge. I understand that the Company will keep this statement as confidential as is reasonably possible consistent with the need for a full investigation and resolution of this matter. I further understand that as an Amazon.com associate that I am subject to Amazon.com's Code of Ethics and that failure to cooperate or hindering this internal investigation, including the refusal to answer questions, and providing false or purposefully misleading information may result in corrective action up to and including termination of employment.

William Mabey
Employee Name (Please Print)

B Mabey
Employee Signature

10-30-19
Date

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AMZ-BRY007797

CONFIDENTIAL

amazon.com.

Witness Statement Form

Adopted March 2015

NOTE TO ASSOCIATE: Thank you for taking time to complete this Witness Statement Form. The information you provide will help Amazon.com to thoroughly investigate the issue that has been brought to our attention. Please indicate on this form below, in Section II, exactly what you saw, heard, and know about the issue you are providing this statement about.

SECTION I: INFORMATION ABOUT THE PERSON MAKING THIS STATEMENT

Associate Name (Please Print) <u>Thomas J Haslam Jr</u>	Department/Position <u>Stow Area Manager</u>	
Home Address, City, State, Zip [REDACTED]	Home Phone [REDACTED]	Work Phone ()

SECTION II: WITNESS STATEMENT (Use additional paper or back of form if necessary)

Describe in your own words, what happened and what you observed. Please make sure to cover the following points:

- ☐ List of all the issues, concerns and/or complaints.
- ☐ Relevant facts and dates that support the issue. Be as specific as possible and provide examples.
- ☐ Suggestions for obtaining documentation (e.g., memos, e-mails, performance evaluations, etc.) that may include relevant information.
- ☐ Attach copies of any relevant documentation to this form.

Around 7pm on 6/30/2019 William came to the Broad mezz. William approached AM Andrew to speak about the incident that happened on the 26th. William said that he was not ^{pointing} putting the middle finger at Andrew and was showing the gester to the camren. Andrew stated that the gester still occurred and HR was looking into the incident. William also stated that he felt like he was being harassed because he felt like he did not need the coaching from the stow ninger. Andrew explained that the stow ninger was a coaching ~~me~~ opportunity for the lowest performers from the previous shift. At this time I walked away with another AA and did not hear the remainder of the conversation.

Please list any witnesses or individuals who may have information relevant to this investigation.

Erica Grant

ACKNOWLEDGEMENT

I understand this statement will be considered part of the official investigation and that this statement I have provided is an honest and accurate account of the case to the best of my knowledge. I understand that the Company will keep this statement as confidential as is reasonably possible consistent with the need for a full investigation and resolution of this matter. I further understand that as an Amazon.com associate that I am subject to Amazon.com's Code of Ethics and that failure to cooperate or hindering this internal investigation, including the refusal to answer questions, and providing false or purposefully misleading information may result in corrective action up to and including termination of employment.

Thomas J Haslam Jr
Employee Name (Please Print)

[Signature]
Employee Signature

6/30/19
Date

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AMZ-BRY007798

CONFIDENTIAL

amazon.com.

Witness Statement Form

Adopted March 2015

NOTE TO ASSOCIATE: Thank you for taking time to complete this Witness Statement Form. The information you provide will help Amazon.com to thoroughly investigate the issue that has been brought to our attention. Please indicate on this form below, in Section II, exactly what you saw, heard, and know about the issue you are providing this statement about.

SECTION I: INFORMATION ABOUT THE PERSON MAKING THIS STATEMENT

Associate Name (Please Print) <i>Grant, Erica</i>	Department/Position <i>Inbound</i>	
Home Address, City, State, Zip [REDACTED]	Home Phone [REDACTED]	Work Phone ()

SECTION II: WITNESS STATEMENT (Use additional paper or back of form if necessary)

Describe in your own words, what happened and what you observed. Please make sure to cover the following points:

- o List of all the issues, concerns and/or complaints.
- o Relevant facts and dates that support the issue. Be as specific as possible and provide examples.
- o Suggestions for obtaining documentation (e.g., memos, e-mails, performance evaluations, etc.) that may include relevant information.
- o Attach copies of any relevant documentation to this form.

At 7:30pm on Bravo mezz I approached Andrew, Thomas and an Associate. The AT was being very animated and raising his voice as he talked to Andrew. The associate was upset about the rate and his coaching. Andrew told the associate how the rate system work and why he was being ~~coached~~ coached. The associate did not like what he was being told and continued to raise his voice. I then ~~joined~~ joined in on the convo and tried to calm the AT down. The associate ~~seemed~~ relaxed a little but was still very upset and walked away.

Please list any witnesses or individuals who may have information relevant to this investigation.

ACKNOWLEDGEMENT

I understand this statement will be considered part of the official investigation and that this statement I have provided is an honest and accurate account of the case to the best of my knowledge. I understand that the Company will keep this statement as confidential as is reasonably possible consistent with the need for a full investigation and resolution of this matter. I further understand that as an Amazon.com associate that I am subject to Amazon.com's Code of Ethics and that failure to cooperate or hindering this internal investigation, including the refusal to answer questions, and providing false or purposefully misleading information may result in corrective action up to and including termination of employment.

<i>Grant, Erica</i> Employee Name (Please Print)	<i>[Signature]</i> Employee Signature	<i>6/30/18</i> Date
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CONFIDENTIAL

AMZ-BRY007799

T

GC Exhibit 48

<https://adapt-iad.amazon.com/#!/feedback/document/10068>

Supportive Feedback Document Behavioral - Final Written

amazon.com

Associate Name: Palmer, Derrick (depalmer)
 Manager Name: Pryce, Bertram (DB3-0715)
 Created On: April 10, 2020, 10:46:52 AM



Summary

Your recent job performance is not meeting Behavioral expectations. Meeting performance standards is a critical component of your job. This document provides specific details about your performance and how you are not meeting expectations. In addition, this document describes the steps you and your manager will take to assist you in improving your performance. As a part of this conversation we are interested in understanding what barriers you think need to be removed, or what improvements can be made which would potentially assist you in improving your performance.

Communication History

The following is a summary of your behavioral feedback:

Level	Count	Most Recent
Verbal Coaching	1	February 15, 2020, 10:43:40 AM

Details of Current Incident/Specific Concerns

Your health and well being is our top priority. Amazon has a responsibility to ensure the safety of all associates, leaders, and visitors within the building whether they are on the clock or off the clock. On 3/25/20, 3/26/20, and 3/27/20, you were given the instruction to social distance and give 6 feet between each person. On 3/30/20 you came on site and were again provided the guidance to social distance and remain 6 feet from others, you intentionally violated Amazon's social distancing requirements, failing to maintain 6FT of distance from others. These behaviors are violations of Amazon's Standards of Conduct policy. "Insubordination or intentional disregard of instructions" is considered a Category 1 violation of the Standards of Conduct.

Areas of Improvement Required by Associate

In order for Amazon to meet our high customer service standards and in accordance with Amazon.com's Standards of Conduct, it is important that you are willing to act as a team player and follow the instruction of your leadership team. In the event that you are unable to do so, it is equally important that you communicate this to your leadership team in a professional and respectful manner. As detailed above, you have failed to meet this expectation. Failure to meet this expectation in the future may result in further discipline, up to and including termination of employment.

Associate Comments

Associate Signature:

Date:

Manager Signature:

Date:

GC Exhibit 49



1 Social Distancing Policy

2
3 During this unprecedented time, ensuring the safety and health of our employees is more important than ever. Social
4 distancing continues to be advised by the CDC as one of the key precautions everyone needs to be taking both inside
5 and outside of the work environment. This is why it is so important that the social distancing requirements we've put
6 into place must be communicated, adhered to, and enforced by everyone within our facilities at all times. As
7 employees, you have the responsibility to report violations and immediately notify a member of leadership or Human
8 Resources.

GC Exhibit 50

t TRUTHOUTTRUTHOUT

TRENDING:

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Staten Island Amazon Workers Begin Union Drive, Drawing Lessons From Bessemer



People protest working conditions outside of an Amazon warehouse fulfillment center on May 1, 2020, in the Staten Island borough of New York City. Workers at the facility are beginning an independent union drive.

STEPHANIE KEITH/GETTY IMAGES

BY

**Candice Bernd (<https://truthout.org/authors/candice-bernd/>),
TRUTHOUT**

PUBLISHED

April 19, 2021

SHARE

UPDATE: After this story was published, Staten Island warehouse workers forwarded Truthout [a message](https://truthout.org/wp-content/uploads/2018/05/HR-Message.jpg) (<https://truthout.org/wp-content/uploads/2018/05/HR-Message.jpg>) from the facility's human resources team sent warehouse-wide on April 24, warning employees against signing a union card. The company has since [began displaying](https://www.vice.com/en/article/bvzx7v/amazon-launches-another-union-busting-campaign) (<https://www.vice.com/en/article/bvzx7v/amazon-launches-another-union-busting-campaign>) anti-union messaging on TV screens and in bathrooms employing the same anti-union rhetoric used to bust the high-profile union drive in Bessemer.

n some ways, Amazon workers' more than [yearlong struggle](https://www.nbcnews.com/business/business-news/fired-interrogated-disciplined-amazon-) (<https://www.nbcnews.com/business/business-news/fired-interrogated-disciplined-amazon->

warehouse-
organizers-allege-
year-retaliation-
n1262367) for adequate
 COVID-19 protections
 and against corporate
 retaliation at the
 company's Staten Island
 facility in New York City
 helped pave the way for
 this month's
 unionization attempt at
 the Bessemer, Alabama,
 warehouse.



An anti-union message sent to JFK8 warehouse workers on April 24, 2021.

COURTESY: JORDAN FLOWERS

Now, as the Retail, Wholesale, and Department Store Union (RWDSU) seeks a second election through the National Labor Relations Board (NLRB), filing **official objections Friday**

(https://www.rwdsu.info/rwdsu_files_nlr_b_election_objections) charging Amazon with engaging in **illegal interference** (<https://slate.com/technology/2021/03/amazon-anti-union-campaign-alabama-twitter.html>) to defeat the union, Staten Island “JFK8” warehouse workers with The Congress of Essential Workers (TCOEW) tell *Truthout* they aren’t deterred by the outcome. Rather, their on-the-ground experiences in Alabama, where the unionization effort gained national attention but ultimately failed, have taught them hard lessons that will inform their own approach to unionizing JFK8.

“We all wanted the union push to be successful in Alabama, especially with the odds being totally against them, being that Alabama is a nonunion state. But the fact that they had the opportunity to vote as a facility was historic,” JFK8 warehouse worker Derrick Palmer told *Truthout*. “We have to take the bruises and pick it up where they left off. If anything it started a movement. It’s going to be like a domino effect.”

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Palmer says the Bessemer push inspired JFK8 workers to take their labor organizing to the next level and start their own union drive. While Palmer says they've spoken with officials at a handful of allied unions, TCOEW organizers are pursuing an independent union that would be led directly by the facility's workers. The outcome in Bessemer, they say, has solidified the choice as the best option for Staten Island's more than 5,000 workers, especially since other unions have tried and failed to unionize facilities in New York.

In fact, TCOEW organizers say they've already called the NLRB to ensure they're taking the proper legal steps in establishing their own local, the **Amazon Labor Union** (<https://amazonlaborunion.org/>) (ALU). They hope ALU will eventually represent workers not just in Staten Island but at other Amazon facilities too.

"We figure, ... go the independent route which is worker-led," says Christian Smalls, who was fired from JFK8 last year after organizing a walkout to protest the company's lack of physical-distancing and COVID-19 protections.

"That will build more confidence for workers that want to join because they'll be like, 'Hey look, this is something that is employee-driven, this is not a third party coming in, this is you guys creating your own union with your own set of rules and negotiations.' I think that's more appealing to the worker."

“We have to take the bruises and pick it up where they left off. If anything it started a movement. It’s going to be like a domino effect.”

Smalls tells *Truthout* he isn’t surprised by the outcome in Bessemer, having witnessed Amazon’s union-busting tactics firsthand during TCOEW organizers’ visit to the Alabama facility in February. “I was disappointed like everyone else, but I wasn’t discouraged,” he says. “There were some missed opportunities that [RWDSU] didn’t do that we learned from going down there, so we’re going to try to learn from those mistakes.”

TCOEW organizers say one thing they’ve learned is to take a slower, more cautious approach in order to build enough internal support within the large warehouse for an independent union. “We’re just trying to get all the pieces in order so that we do it effectively rather than just rushing into it,” Palmer says.

JFK8 has several advantages over Bessemer, they say. For one thing, the warehouse has been around longer, and TCOEW organizers have more direct experience at the facility and a good reputation and influence among the workforce. Moreover, New York is a union-friendly state.

TCOEW organizers say they just starting to hand out union cards and pamphlets to workers at the facility. They're not just trying to build informal support for a union, they say, but are trying to build a more robust workers' committee fully committed to the project and ready to face the company's union-busting efforts. Smalls says they hope that by emphasizing worker-to-worker relationships — instead of relying on outside union organizers — they will be able to build trust among those working at the plant.

“We figure, go the independent route which is worker-led. That will build more confidence for workers that want to join.”

After Smalls was fired for helping organize the March 30, 2020, walkout at JFK8, Palmer faced disciplinary action, ironically, for violating Amazon's physical-distancing rules even though he was protesting to pressure the company to enforce those very rules. On April 10, 2020, Palmer says he was given a “final write-up,” typically given for repeated violations, without receiving any previous write-ups.

In November 2020, a federal [judge dismissed](https://www.cnbc.com/2020/11/02/judge-dismisses-amazon-worker-lawsuit-over-coronavirus-safety.html) (<https://www.cnbc.com/2020/11/02/judge-dismisses-amazon-worker-lawsuit-over-coronavirus-safety.html>)

Palmer and others' lawsuit arguing the company failed to

track and prevent the spread of the COVID-19 among workers or follow proper guidelines provided by public health agencies. But in February 2021, New York Attorney General Letitia James [sued \(https://ag.ny.gov/press-release/2021/attorney-general-james-files-lawsuit-against-amazon-failing-protect-workers\)](https://ag.ny.gov/press-release/2021/attorney-general-james-files-lawsuit-against-amazon-failing-protect-workers) Amazon for failing to protect workers at warehouses in Staten Island and Queens and accused the company of illegally retaliating against workers, including Palmer and Smalls.

Amazon maintains that it has always followed public health guidance for COVID-19 and provided employees with adequate personal protective equipment. Moreover, the company describes the New York AG's filing as failing to present an "accurate picture of Amazon's industry-leading response to the pandemic."

Amazon Spokesperson Maria Boschetti responded to the union push at JFK8, telling *Truthout* in a statement, "We respect our employees' right to join, form or not to join a labor union or other lawful organization of their own selection, without fear of retaliation, intimidation or harassment. Across Amazon, including in our fulfillment centers, we place enormous value on having daily conversations with each employee and work to make sure direct engagement with our employees is a strong part of our work culture."

“There were some missed opportunities that [RWDSU] didn’t do that we learned from going down there, so we’re going to try to learn from those mistakes.”

Still, TCOEW organizers says management at the Staten Island warehouse has kept a watchful eye on their efforts. Palmer, for instance, tells *Truthout* that in February, he and small group of workers were told they had to attend a refresher hazmat training on potentially hazardous materials. But when the group got to an orientation room for the training, they were instead shown a video about “code of business conduct and ethics.” The video, he says, warned against employees’ discussing potential safety issues or other “sensitive” information on social media.

At this point, Palmer says, he’s not worried about further retaliation since he’s already in the public spotlight for speaking out against the company’s attempt to punish him for his organizing efforts. Smalls was already fired, and says he has nothing else to lose. “What’s the worst that can happen? We’ve already been through the fire,” he says.

The fight for COVID protections for Amazon workers has taken Smalls and other TCOEW organizers to Amazon headquarters as well as several of CEO Jeff Bezos’s mansions over the past year. The organization is still campaigning on

behalf of families that lost loved ones due to the Amazon employees being exposed to COVID at its warehouses. The organization is demanding the company pay those families at least \$200,000 each, saying Amazon's offer of two months of free counseling isn't nearly enough.

"I'm giving the voice of employees with medical issues a chance to speak out, especially since Amazon's not union, and they can do whatever they want."

Jordan Flowers, another a JFK8 worker, tells *Truthout* he was fired in June because he couldn't work amid the pandemic due to his lupus nephritis. The company rehired him the following week, Flowers says, but wasn't paying him since he couldn't come into work, so he had to file for unemployment for several months. The company is only just now beginning to make accommodations for him, he says, potentially placing him on paid leave. He now needs a kidney transplant and fears he could be fired again and lose his health insurance.

"I was kind of sad to talk about [my condition] at first, but that gave me the opportunity to tell the world **what it is** (<https://www.mayoclinic.org/diseases-conditions/lupus-nephritis/symptoms-causes/syc-20354335>), so now it

gives other people who are scared to talk about their medical issue, on the job or not, a chance to talk about it,” Flowers tells *Truthout*. “I’m giving the voice of employees with medical issues a chance to speak out, especially since Amazon’s not union, and they can do whatever they want.”

Flowers says he’s in talks with attorneys about the possibility of taking legal action against the company over what he calls a wrongful termination in the midst of the pandemic. “Amazon makes blood money. They would rather see their employees suffer but make the customers happy,” he says. Amazon Spokesperson Boschetti didn’t respond to specific questions about Flowers’s employment status.

“Amazon makes blood money.
They would rather see their
employees suffer but make the
customers happy.”

Even if TCOEW is unable to build enough support for a union at JFK8, they’re still pursuing several legal challenges that have already forced changes at the facility. These kinds of indirect strategies are being increasingly eyed by labor and union organizers in the aftermath of the Bessemer election, with unions using protests and other forms of public pressure to get Amazon to make changes that workers want.

An Amazon worker group called Amazonians United Chicagoland, for instance, has led protests and walkouts in the Chicago area throughout the pandemic.

Meanwhile, labor organizing at other Amazon facilities is also gaining steam. In Iowa, a local chapter of the Teamsters Union has been working on organizing Amazon warehouse workers and delivery drivers. Teamsters Local 238 Secretary-Treasurer Jesse Case **told *The New York Times*** (<https://www.nytimes.com/2021/04/09/business/economy/amazon-labor-unions.html>) the group is also trying to take a different route than RWDSU, saying they don't want to rely on the union "election process to raise standards."

Union organizers typically need to win an election at individual facilities for a large company like Amazon. Once organizers get 30 percent of workers to sign a card saying they're interested in a union, the NLRB will hold an election. It takes a simple majority of votes to establish a union. If a majority of workers sign union cards, however, a company can voluntarily recognize the union. While it's unlikely that Amazon would do so, a clear majority would increase public pressure and potentially force the tech giant's hand.

RWDSU has said the organization has heard from more than 1,000 Amazon workers at other facilities who are interested in unionizing. But the union has yet to indicate whether or at which facilities they might push for an election.

“[The PRO Act] won’t solve all the issues, but at least it allows us to organize without union-busting.”

Amazon’s victory in the **David-versus-Goliath** (<https://www.jacobinmag.com/2021/04/amazon-bessemer-union-drive-vote-nlrb>) unionization effort in Bessemer has intensified pressure on Senate Democrats to eliminate the filibuster and pass the **Protecting the Right to Organize Act** (<https://edlabor.house.gov/imo/media/doc/Fact%20Sheet%20-%20PRO%20Act.pdf>), one of the most ambitious attempts to strengthen the rights of workers and unions in decades. That pressure appears to be working: Conservative Democrat Sen. Joe Manchin announced he would **co-sponsor the bill** (<https://twitter.com/TonyRomm/status/1384162995836579842>) Monday. If passed, the legislation would ban many of the union-busting tactics Amazon used to crush the organizing drive.

The legislation would be “a step toward the right direction,” Smalls says. “It won’t solve all the issues, but at least it allows us to organize without union-busting, and if there is union-busting ... to hold the company or employees accountable. I think it’ll also help galvanize workers to begin these workplace committees and form their own unions. I think it’ll be a lot easier.”

We're in this together

We know that everyone in *Truthout*'s reader community will be touched by this pandemic in one way or another. That's why we're devoting ourselves to covering it as thoughtfully, accurately and creatively as possible.

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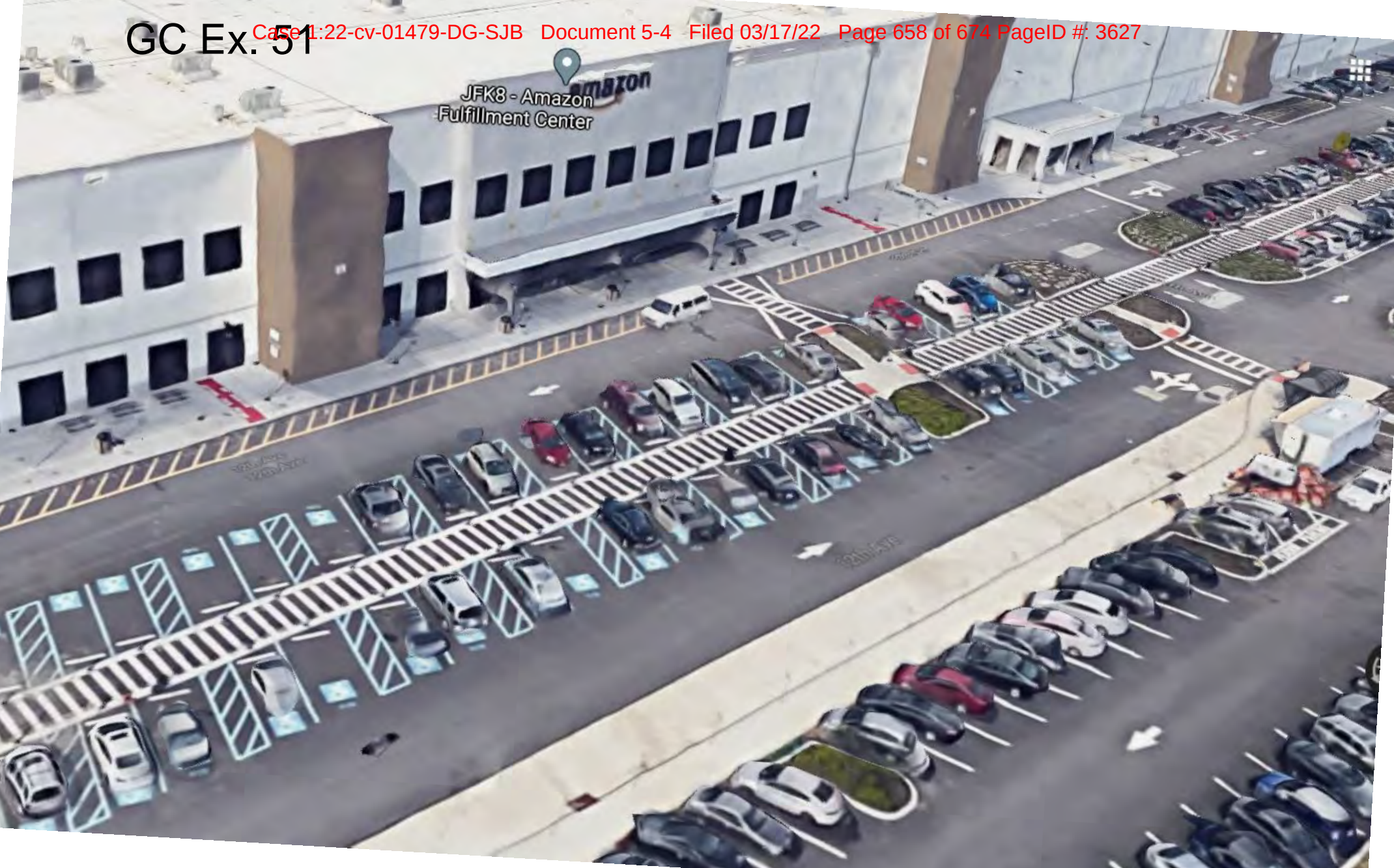
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NEWS

Amazon and Instacart Workers Are Striking For Better Coronavirus Protections

NOW
THIS



People who make deliveries of necessary supplies have come to be viewed as front-line, “essential” workers during the coronavirus pandemic.

By Natalie Daher Published on 3/30/2020 at 4:07 PM



Gerald Bryson, left, join workers at an Amazon fulfillment center in Staten Island, N.Y., protesting conditions in the company's warehouse, Monday March 30, 2020, in New York. | AP Images

Workers at Amazon in New York City and grocery delivery service Instacart nationwide went on strike Monday to demand better protection and pay, as they’ve now come to be viewed as “essential” workers during the coronavirus pandemic.

The demonstrations come as more people across the country are staying home and instead relying on delivery for household necessities, including cleaning products and food, as confirmed COVID-19 cases in the U.S. continue to skyrocket. Some of the workers' demands include more paid sick time and better precautionary measures to reduce the risk of infection.

The labor strikes also come after Instacart announced plans for mass hiring, and Amazon announced a goal of 100,000 new hires in its warehouses across the U.S. to keep up with rising online order demands.

Workers at Whole Foods, which is owned by Amazon, have also planned a "sickout" for Tuesday, and their demands include paid sick time and immediate shutdown of any site where a COVID-19 case is confirmed.

"COVID-19 poses a very real threat to the safety of our workforce and our customers," reads a petition on Coworker.org. "We cannot wait for politicians, institutions, or our own management to step in to protect us."

By 2 p.m. Monday, Amazon workers at its fulfillment center in Staten Island, New York, appear in a video walking out, with some holding signs. Organizers have told multiple media outlets that at least 50 people participated in the demonstration, while Amazon has said 15 people participated.

The Amazon strike came as workers said multiple people at the Staten Island warehouse have tested positive for COVID-19, and others across the country have reportedly been first hearing about infected coworkers through rumors rather than the company. Workers want the warehouse to be closed for cleaning and to be paid during that period. Amazon called the claims "simply unfounded" in a statement to ABC.

Ahead of the Instacart walk off, shoppers and the Gig Workers Collective said in a Medium post published on March 27 that they're asking the company for personal protective equipment at no cost and an additional \$5 in hazard pay per order, among other terms.

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“Instacart has turned this pandemic into a PR campaign, portraying itself the hero of families that are sheltered-in-place, isolated, or quarantined,” the post reads. “Instacart has still not provided essential protections to Shoppers on the front lines that could prevent them from becoming carriers, falling ill themselves, or worse.”

Instacart responded with its own Medium post, saying the company is offering 14 days of sick pay for hourly employees or full-service shoppers who are diagnosed with COVID-19 or in quarantine until May 8. The company pointed to other measures, including contact-free alcohol delivery and in-app incident reporting, and announced Sunday that it would provide more health and safety supplies including hand sanitizer to workers.

The workers again responded that the strike was still on, and identifying some holes in the company’s response.

“Hazard pay went completely unaddressed,” the post reads. “The average pay per order is well under \$10. Workers should not be risking their lives for pocket change.”

This story has been updated to reflect information from Amazon.



CORONAVIRUS

Staten Island Amazon Workers Protest Company's Coronavirus Response

BY AMANDA FARINACCI | STATEN ISLAND
PUBLISHED 12:11 AM ET MAR. 31, 2020



The workers at Amazon's fulfillment center on Staten Island, known as JFK 8, said their walkout was a last-ditch effort to get the company to better protect them from the coronavirus pandemic.

"I'm worried about my health, I'm worried about my family, and I'm worried about these associates," said worker Derrick Palmer.

"There's people with health conditions, there's people that, there's elderly people, there's people with children and then there's teens," said worker Jordan Flowers. :And we all have something in common. We all have to go home to a family."

Last week, one employee tested positive for the virus, and the company asked anyone in contact with that person to stay home with pay for two weeks. The workers said the company told them it was an isolated case.

But employees shared a text message, sent by Amazon to staffers Monday, confirming a second positive case involving an employee who last worked March 24.

Amazon says the two cases were not connected.

"We have minimum or even not enough notification by Amazon telling us who was exposed to what and when," said employee Rina Cummings.

A union trying to organize workers at JFK 8 promoted the walkout, but only a tiny fraction of the workforce, which totals 4,500 people, left. Those who walked out said co-workers who did not follow them were fearful of losing their jobs.

An Amazon spokesman says the warehouse doesn't need to be cleaned, and that the company has contacted health authorities and is following Centers for Disease Control guidelines. Amazon says employees are also subject to daily temperature screenings, and they've increased social distancing protocols, adding that many staffers normally do not work near each other in the vast warehouse.

"They're not sanitizing this place right. You're dealing with 5,000 workers here," said worker Gerald Bryson. "You have the stuff that these people are putting in the totes for the customer, and if they're infected, where's that going in the end?"

Amazon says it has increased the frequency and intensity of its deep cleanings around the facility, and the company says it is working hard to keep employees safe.

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JOBS

Whole Foods, Amazon, and Instacart: The Coronavirus Crisis Could Be a 'Watershed Moment' for Unions



KEYA VAKIL

MAY 19, 2020 8:26 PM EDT

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Coronavirus crisis inspires labor movement

Graphic via Tania Lili for COURIER

Labor experts say these strikes and the increase in organizing activities showcase the failure of American corporations to treat workers with dignity.

When the history books are written on the 2020 novel coronavirus pandemic, pop star Britney Spears' apparent [call for a general strike](#) likely won't make the cut. But what that call symbolizes—a surge in labor

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activity and an increase in support for American workers—just might.

Spears, understandably, grabbed all the headlines with her [Instagram post](#) last week. But dig a little deeper past that viral post online and what you'll find is a substantial and deeply consequential increase in strikes and walkouts amid the coronavirus pandemic.

On Tuesday, Whole Foods employees went on strike, calling in sick en masse to protest the lack of protections offered to workers during the coronavirus pandemic. Workers' demands, which were [first reported by Vice](#), include paid leave for all workers who stay home or self-quarantine during the crisis, free coronavirus tests for all employees, and hazard pay of twice the current hourly wage for employees working during the pandemic.

"COVID-19 is a very real threat to the safety of our workforce and customers," Whole Worker, the group organizing the "sick out," wrote in a [statement](#). "We cannot wait for politicians, institutions, or our own management to step in to protect us."

Tuesday's strike comes after cases of COVID-19 have been [reported](#) at Whole Food stores in New York City, Chicago, and Huntington Beach, California. In every location, the stores have remained open, prompting employees to accuse Whole Foods of prioritizing profits over employee safety. Whole Foods, which is owned by Amazon, has temporarily [increased](#) hourly pay for its workers by \$2 an hour, offered to provide two weeks of paid sick leave to workers who test positive for COVID-19, and said it would not punish workers for calling out sick.

But workers say that's not enough, especially when they're risking their lives going to work. "A bunch of us have already gotten sick. It's very plausible that some of us will die for this job," an organizer [told](#) Motherboard.

Whole Foods workers aren't alone in their labor action. Gig workers for the grocery delivery company Instacart [went on a nationwide strike](#) on Monday over the company's refusal to offer its 175,000 contractors basic protections like hazard pay, safety supplies such as hand sanitizer and disinfectant wipes, and paid sick leave for workers with pre-existing conditions.

"On Monday, March 30, Shoppers will walk off of our jobs, and will not return to work until our demands are met," they wrote in a [letter](#) posted to Medium. It's unclear exactly how many workers engaged in the wildcat strike on Monday, but organizers said they [believed](#) thousands of workers partook. Instacart said the company did not feel the impact from the strike, with a spokesperson telling the New York Times that the company had 40% more customers shopping Monday compared with the same day and time last week.

One of the strike's organizers disputed the claim. "Instacart, a same-day delivery service, has zero delivery spots available in my area," organizer Sarah Clarke [wrote](#) on Twitter. "You're insane if you think we aren't disrupting their operations."

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Summer Cooper
Instacart gig worker Summer Cooper in Belleair Beach, Fla. (AP Photo/Curt Anderson)

Amazon warehouse workers in Staten Island, New York, also [walked off the job](#) on Monday after accusing the online retail giant of botching its response to the coronavirus pandemic and keeping the warehouse open even after an employee contracted the coronavirus.

An Amazon spokesperson told COURIER that the company has “taken extreme measures to keep people safe, tripling down on deep cleaning, procuring safety supplies that are available, changing processes to

ensure those in our buildings are keeping safe distances and in Staten Island we are now temperature checking everyone entering the facility.”

The company has also informed employees of all confirmed cases and asked workers who were in close contact with the diagnosed individual to self-quarantine at home, with pay, for 14 days. Amazon workers diagnosed with COVID-19 or placed into quarantine will also receive up to two weeks of pay, according to the retail giant.

Chris Smalls, one of the workers who organized the action, said about 50 workers walked out, but Amazon disputed that number, saying only 15 employees out of 5,000 who work at the warehouse participated in the protest.

All together, these strikes build on a growing trend of labor action across the country. In the past week alone, [garbage collectors](#) in Pittsburgh, Pennsylvania, [poultry plant workers](#) at Perdue Farms in Kathleen, Georgia, and [fast food workers](#) in Durham and Raleigh, North Carolina, have all walked off the job.

More than 20,000 workers at the Trader Joe’s grocery chain have also [signed a petition asking for hazard pay](#). Additionally, workers are [asking](#) for paid leave for elderly and immunocompromised workers and two weeks paid leave for all workers at any store when a crew member tests positive for COVID-19. Meanwhile, a group of employees have also begun publicly [calling for a union drive](#).

Labor experts say these strikes and the increase in organizing activities showcase the failure of American corporations to treat workers with dignity.

“I think that people are desperate right now,” said Veena Dubal, an associate professor of employment law at the University of California, Hastings. “They’re really fighting for their lives and the lives of others. It’s not about better working conditions on some kind of abstract level—it’s really about life and death and survival.”

“People are desperate right now. They’re really fighting for their lives and the lives of others. It’s not about better working conditions on some kind of abstract level—it’s really about life and death and survival.”

Jane McAlevey, a union organizer and senior policy fellow at the UC Berkeley Labor Center, agreed, adding: “I’m not surprised given the scale of the crisis and given the fundamentally abusive behavior with which many corporations are treating very loyal workers in this crisis.”

But these strikes didn’t come out of nowhere, McAlevey said. “We were beginning to reach a crescendo of ordinary worker activism before the COVID crisis,” she explained, citing the wave of labor activism that began in 2018 with the [West Virginia’s teachers’ strike](#). “We are two years into the largest strike wave in 30 years in the United States. That was a fact before we hit the pandemic.”

Now, as the coronavirus outbreak continues to unfold, she expects there to be even more activism on the part of American workers.

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"I think we're just seeing the beginning of it right now, the uptick of people saying, 'Wait a minute, you're asking me to do what with no mask, no gloves, no protective gear, no anything, crappy money, no benefits, no sick leave, like uh, no.' That's what's literally happening right now, and I say, 'Good for the American worker—do it,'" McAlevey said.

While workers in European countries are guaranteed paid sick leave, free nationalized healthcare, and in some countries, are receiving [75% or 90% of their wages replaced](#) during the coronavirus crisis, most Americans are, as of now, only [receiving](#) a one-time, \$1,200 check and expanded unemployment benefits. Millions of Americans are also [losing their employer-sponsored healthcare](#) as they lose their jobs, intensifying their concerns.

RELATED: [Trump Is Trying to End Health Care For Millions In the Middle of a Pandemic](#)

"We do not have the sort of social safety net of many other countries in Europe," McAlevey said. "Workers in the United States have none of those protections."

Paid sick leave, low wages, and dangerous working conditions were all issues that existed prior to the coronavirus, but Dubal and McAlevey said that what the pandemic has done is highlight just how much damage America's political and business leaders have done to working Americans.

"I think it absolutely reveals the reality that the people that keep us alive and who do the hardest labor to keep us alive, are so undervalued," Dubal said. "Meanwhile, [it shows] that the CEOs who are at the very top, whose work arguably is less essential, are overvalued and given way too much money for what they do and that the profit-sharing in corporations that has occurred before the pandemic is really immoral and unethical and unfair."

To even threaten unionization in this current age, however, can lead workers to be fired. Within hours of the Amazon strike on Monday, the company fired Chris Smalls, an employee who helped organize the protest. "Taking action cost me my job," Smalls [said](#) Monday in a Bloomberg TV interview. "Because I tried to stand up for something that's right, the company decided to retaliate against me."

Amazon confirmed it fired Smalls, saying he violated safety regulations, including a failure to abide by "social distancing guidelines."

"He was also found to have had close contact with a diagnosed associate with a confirmed case of COVID-19 and was asked to remain home with pay for 14-days, which is a measure we're taking at sites around the world," an Amazon spokesperson said in a statement. "Despite that instruction to stay home with pay, he came onsite on March 30, further putting the teams at risk. This is unacceptable and we have terminated his employment as a result of these multiple safety issues."

Smalls blasted the company for its "ridiculous" claim and said it was a clear example of being fired for engaging in union organizing. Within hours of his firing, New York Attorney General Letitia James took the company to task and [called for an investigation](#) of Smalls' firing, calling it "immoral and inhumane."

Workers at other companies have also said they were punished for attempting to unionize, including [several employees](#) at the retail company Everlane who were fired last week.

Even when workers *are* able to unionize, laws regulating labor unions vary from state to state and can limit unions' powers. [Twenty-eight states currently have "right to work" laws](#) on the books, which mean that workers can work in unionized workplaces without having to join the union or pay union dues. Supporters of these laws say they're intended to protect workers from being forced to join a union, but [federal law](#) already prohibits that.

But [according to the AFL-CIO](#), the nation's largest federation of unions with more than 12 million members, right to work laws "make it harder for working people to form unions and collectively bargain for better wages, benefits and working conditions."

The Supreme Court also dealt a huge blow to the union movement with its 2018 [ruling](#) in *Janus v. American Federation of State, County, and Municipal Employees, Council 31*. In a 5-4 vote, the conservative court ruled that government workers, such as teachers and firefighters, who choose not to join unions cannot be required to help pay for collective bargaining. The ruling means public unions across the country are at risk of losing tens of millions of dollars, and with it, their bargaining power.

President Trump and Republicans are also directly responsible for the nation's anti-worker sentiment, McAlevey said. "We have the most viciously anti-workers' rights and anti-union regime in my lifetime in operation right now."

She specifically blasted the administration for failing to raise the national minimum wage and for Trump's appointees to the National Labor Relations Board (NLRB), a federal agency tasked with enforcing U.S. labor law related to collective bargaining and unfair labor practices.

"Since Trump took the presidency, [the NLRB] has been stripped of anyone who cares at all about ordinary workers and has been stacked with pro-corporate, shareholder, profit-making, union-busters in the positions that used to defend the rights of American workers," McAlevey said.

"We have the most viciously anti-workers' rights and anti-union regime in my lifetime in operation right now."

She's not the only one who feels that way. Wilma Liebman, a lawyer and former chair of the National Labor Relations Board under President Obama, told CURIER that "every one" of the NLRB's decisions "seek to narrow the categories of people who are able to unionize as employees."

"In a whole wide variety of ways, everything that they have done, every single decision has been pro-employer, anti-worker, anti-union. No exception. Across the board," Liebman said.

Most recently, in February, the NLRB introduced a [rule](#) that would make it more difficult for workers to hold corporations responsible for labor violations by individual franchises. The rule, which is set to go into effect on April 27, limits the responsibility of companies like McDonald's for labor-law violations by their franchisees, such as firing workers for attempts to unionize.

Under the new rule, the parent company will only share liability for violations committed by franchisees or contractors if the parent company has “substantial, direct and immediate control” over the other companies’ employees, including their pay, benefits, hours, hiring, firing or supervision. The rule, which is a reversal of an Obama-era regulation, will also make it tougher for contractors and franchisees to unionize. If workers at an individual McDonald’s want to unionize, the company could simply shut down that franchise without legal repercussions.

“It will make it more difficult for workers to unionize and bargain collectively,” Liebman said. “In theory, they might still be able to unionize, it might not change that, but it would make it much harder for them to bargain effectively.”

RELATED: [Workers in North Carolina Are Standing Up and Demanding Protections During the Crisis](#)

Cierra Brown, a 29-year-old McDonald’s employee in Durham, North Carolina, said the rule could also impact her ability to recoup lost wages from McDonald’s. Instead, she has to take it up with the individual franchise, which makes no sense to her.

“McDonald’s is still the employer. We still wear McDonald’s logos on the uniforms, on the hats, on the apron. Everything is McDonald’s. Even the tray liners on the tray,” Brown told COURIER. “It doesn’t say that ‘This is not a McDonald’s, this is a franchised McDonald’s on the bag.’ It doesn’t say that. It just says McDonald’s.”

Brown, who was among the fast food workers to go on strike last week in North Carolina, has made several attempts to unionize and said the rule wouldn’t stop those efforts. “My work makes the company billions of dollars. McDonald’s makes a lot of money and there’s no way they should not be able to cover [wages for] their employees,” she said.

The nearly five decade crusade against unions has had a devastating impact. In 1965, [nearly one-third of workers](#) belonged to a union. In 1983, that number was down to 20%. By 2019, only [10.3% of wage and salary workers were union members](#), according to the Bureau of Labor Statistics.

In those same five decades, American inequality also skyrocketed, and it wasn’t a coincidence. [Numerous studies](#) have shown that the decline in union power since the 1960s has contributed to the growing gap between rich and poor. One study from the Economic Policy Institute found that [de-unionization accounted for a sizable share of the growth in inequality](#) over that period: between 13-20% for women and 33-37% for men.

But after all these years of unions being out in the woods, things might finally be changing. Both McAlevee and Dubal agree the coronavirus pandemic and the suffering it causes could lead to a sea change and accelerate unionization.

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Amazon, Bryson

Gerald Bryson, left, join workers at an Amazon fulfillment center in Staten Island, N.Y., protesting conditions in the company's warehouse, Monday March 30, 2020, in New York. (AP Photo/Bebeto Matthews)

There are two main reasons that the current strikes will lead to more strikes, Dubal said. "One is that historically when people start striking, you see other people realize that's a possibility. And the second reason is that people are really putting their lives at risk, people who are continuing to work, particularly workers in the food sector and the delivery sector," she said. "The longer the quarantines and stay-at-home orders continue, the more people get sick, the more we're going to see many more strikes."

McAlevey, meanwhile, honed in on the economic carnage being wrought by the coronavirus. "People are talking about one in four or even one in three people in the United States being unemployed by this coming summer. Those are Great Depression numbers and what's about to come is about to be explosive," McAlevey said. "I think people are just beginning to wrap their head around how severe layoffs may be given the crush of the financial crisis."

RELATED: [3.3 Million People Filed for Unemployment Benefits Last Week](#)

That crush, McAlevey believes, will expose the disregard with which workers have been cast off for decades. Her Great Depression comparison isn't without merit, either. A report released last week from economists at

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the Fed's St. Louis district project estimated that the coronavirus pandemic could cause the loss of 47 million jobs. If that [estimate](#) pans out, it would translate to a 32% national unemployment rate, well above the 24.9% peak unemployment rate during the Great Depression.

McAlevy also hopes the coronavirus crisis and what it's revealing about the work that is considered "essential" leads to a shift in how workers view themselves.

"I'm hoping that one of the things that comes out of this is that workers who perform essential functions in society, from daycare workers to home care workers to the people keeping our grocery stores open to drivers and delivery workers ... they get un-numbered from the devaluing of their work and come to see themselves as frankly essential to our society because every worker is," she said.

McAlevy and Dubal also believe the pandemic is shifting how other people view these workers, who previously, may have been afterthoughts but are now "essential."

"This is going to be a watershed moment that Americans look back to and it's not just going to be workers at the bottom rung that are going to remember who was essential to this time period. It's going to be everyone," Dubal said. "I think support for workers' rights is going to increase on a broad scale for decades to come."

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Keya Vakil Keya is a reporter at COURIER, where he covers everything from healthcare to climate change. Prior to joining Courier Newsroom, Keya worked as a researcher in the film industry and dabbled in the political world.



[ELECTIONS](#)

PA Republicans Are Waging a War on Voting. The For the People Act Could Be the Solution.

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COURTS

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